



**Little Digmoor
Primary School**

Anti-Bullying Policy

“Strong people stand up for themselves. But the strongest people stand up for others.”
(Unknown)

Introduction

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Aims

At Little Digmoor, staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical, indirect or online will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Consequently, the governors have approved this policy. Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

Strategies:

The following is a list of actions available to staff depending on the perceived seriousness of the situation.

- The emphasis is always on a caring listening approach as bullies are often victims too – that is why they bully.
- Discussions at length with the victim. This will require patience and understanding. Remember – Listen, believe, act
- Identify the bully/bullies. Obtain witnesses if possible and evidence in cyber bullying cases. Advise the Headteacher
- Discussions with the bully. Inform them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Little Digmoor.
- If they own up, then follow the procedure outlined below and in the Behaviour Policy
- If they do not own up, investigate further. If they are unwilling to give a truthful account, continue with the procedure.
- Separate discussions will then follow with parents of bully and victim

Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s) and in the case of cyber bullying withdrawal of computer use at home, followed by close monitoring of their computer use by a responsible adult would be recommended. Advice and guidance for parents would also be given on how to support and monitor their child's computer use. Sanctions should be set in conjunction with the positive actions mentioned above

Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with victim to ensure no repetition

As the behaviour of the bully (hopefully) improves, then favoured activities etc. can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying.

Identifying incidents:

To identify incidents of bullying and the identities of bullies, at Little Digmaor, we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils
- All staff listen, believe, act
- Staff should report any suspicions of bullying to the Headteacher
- A record of any bullying situation should be recorded on online Safeguarding Software
- Parents of all parties should be informed about the details of each incident and of action to be taken
- LCC guidelines are followed and supported by staff

November 2017

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