

## **Working to eradicate Bullying**

Bullying can take many forms and can be short-term or continue over years. It can take the form of physical, verbal or psychological attack of a more subtle nature. In whatever form bullying manifests itself, we are committed to eliminating it from New End School.

We agree that the following are ways in which bullying occurs: pushing; shoving; hitting; 'sending to Coventry'; name-calling; extortion; damaging or stealing property; exclusion from groups or games; persistent verbal abuse and foul language; racist, sexist or homophobic language; making personal comments or 'stances'. This is not an exhaustive list.

The school has worked hard to combat bullying and recognises that bullying occurs in all schools. The school is therefore committed to keep the issue of bullying at the top of the agenda, so that we are always working hard to reduce it. Otherwise bullying will begin to increase again in the school. The school is fully committed to all aspects of the Behaviour and Anti-Bullying policy. It will be subject to annual review. Review will involve consultation with parents/carers, school staff, children and governors. Behaviour and discipline will always be at least a maintenance aspect of the School Improvement Plan. The policy will have a continuous high profile in assemblies (regular focussed assemblies on bullying), in School Council meetings, in the classroom (particularly as part of PSHE lessons, the annual anti-bullying week throughout the school, as a SEAL unit of work, as a theme in drama role-playing, literacy, art and design work, Circle Time and cross-curricular work), so that all children in the school know that bullying incidents will be dealt with at an early stage (however 'minor' or 'trivial' they may seem on the surface), incidents recorded and that persistent bullying will be monitored and taken extremely seriously by the school. Our approach is that all bullying incidents are serious and will be dealt with seriously; each reported incident will be sympathetically listened to and fairly assessed. We will ensure that all playground supervisors are made fully and regularly aware of the policy and procedures. We are also committed to extending community links around the issue of eradicating bullying (for example, involving the community liaison police-officer in class-based discussion, or in themed assemblies; involving our education welfare officer in circle time around the issue of bullying; involving professionals from PLSS in specific classes to discuss bullying; taking part in Camden-wide surveys around the issue of bullying).

In addition to children bullying each other, we recognise that bullying can happen between adults and children and between adults in the school. We will deal with incidents involving staff who believe they are being bullied or staff who bully. We have developed a resource list of anti-bullying strategies that adults and children might use in incidents of bullying. We have also produced an anti-bullying leaflet, to support children who are being bullied with advice and what to do.

Children or adults who are bullied will be referred to as 'targets' rather than 'victims'. The reason for this terminology is that there can be an implication with the latter term of some adults and children 'bringing bullying upon themselves' through the way they behave

(which we definitely do not agree with). Although we are committed to providing strategies for raising self-esteem and assertiveness, the school does not excuse bullying in any way, and so we prefer to use the term 'target', so there are no misunderstandings here. We will follow up any bullying incidents by checking, after a couple of weeks, with targetted children that the bullying has stopped to their satisfaction ("How are things going now?"). We also expect bullies to try and repair any previous damage done to their targets by positively supporting their former targets in the future, as a way of putting right the wrong they have done.

The School is committed to involving the parents of bullies at an early stage. Parents will be called in to talk about their child's behaviour and made aware of the fact that it is unacceptable to the school as a community. As part of this meeting, parents will be made fully aware of the details of the Anti-Bullying policy. Persistent bullies will be put on 'weekly report', so that detailed records of the bully's behaviour in each school-day session will be recorded on the weekly report sheet. At the end of each week, the child and class teacher will sign the weekly report. The weekly report will then be sent home for the parent/carer to peruse and sign, then returned to school to be kept in the child's records. These weekly report sheets will be monitored to assess progress in the child's behaviour with respect to bullying. All parents will have access to a copy of the policy as part of the school's Behaviour policy. The issue of bullying will be a frequent item for discussion at 'Coffee With Karyn' meetings for parents.

While our main concern in any incidents of bullying is the target of the bullying, we recognise that it is important to help persistent bullies to change their behaviour. Sometimes bullies are not fully aware that what they are doing is bullying behaviour. We are therefore committed to working with bullies to change the way they behave.