

*Green Lane
Church of England*



Primary School

Getting Along Policy

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| Policy Title: | Getting along Policy |
| Policy Author: | RDG |
| Date Approved by Governing Body: | Autumn 2019 |
| Review Due: | Autumn 2021 |
| <u>Date of Review</u> | <u>Description of amendments (if applicable)</u> |
| Reviewed | At least biennially subject to legislative changes |
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The Ethos and Values of Our School

Green Lane Church of England Primary is a rural school in the heart of Teesdale and at the centre of our local community. We offer a fantastic education based around achievement and success in a nurturing, holistic environment. At Green Lane we see the ultimate purpose of education as the promotion of “life in all its fullness” (St John’s Gospel, chapter 10, verse 10).

Here education is about more than just academic achievement; it is about developing young people who can flourish in all areas of their lives developing the intellectual, spiritual, moral and physical attributes, becoming proud and respectful members of our community. Our deeply Christian ethos and values are central to the experiences our children have each day as part of ‘Team GL.’

Introduction

This policy outlines the school’s views on bullying in line with the school’s Behaviour Policy. Green Lane CE Primary School offers a caring, sharing environment where all children are valued. The development of maturity and self-esteem are paramount to providing the best learning environment. Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and bring these to the attention of staff, parents and pupils. This document applies to all irrespective of their gender, ethnicity, disability, religious beliefs/faith tradition, sexual orientation, age or any other of the protected characteristics (Single Equalities Act 2010). The school respects the rights of children and values the UN Convention on the Rights of the Child (CRC). In particular this policy supports Articles 13, 16, 19, 29, 32 and 36. This document has been informed by:

- Durham County Council Anti-Bullying Policy and Guidelines.
- Green Lane School Brochure
- Every Child Matters 2003
- The Disability Discrimination Act (2002)
- DDA (DRA 1999)

Aims

Green Lane CE Primary School is a learning community where all children are encouraged to see themselves as learners and participate in their own learning, within and beyond the school.

Our Behaviour Policy outlines in clear and straight forward terms our whole school approach to encourage all pupils to demonstrate positive emotional behaviour, conduct behaviour and learning behaviour whilst at school and in the wider community.

Positive action is taken to prevent bullying within SEAL, PSHE and citizenship lessons, through cross curricular learning opportunities and through promoting the school's core Christian values.

Pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Definition

We define bullying as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- physical (hitting, kicking, theft)
- emotional (being unfriendly, tormenting, excluding)
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact or abusive comments)
- Homophobic (focusing on sexuality)
- Verbal (name calling, sarcasm, spreading rumours)
- Cyber (e-mails, text messaging or misuse of technology)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Scope

All adults and children within school need to have an understanding of bullying. This policy document applies to all aspects of school life.

Entitlement

Everyone at Green Lane has the right;

- To work and play in a safe and secure environment, free from aggression and abuse.
- To express their attitudes and feelings constructively and have these respected by others.
- To have an uninterrupted education.
- To have personal property respected.

Everyone at Green Lane has the responsibility;

- To behave acceptably in all situations.
- To accept the consequences of their actions.
- To understand their responsibilities in the learning process.
- To be polite and co-operative with everyone respecting their rights and feelings.
- To respect public property and other children's personal property.

Expectations

Pupils who have been bullied are supported by;

- The opportunity to discuss the experience with a member of staff of their choice
- Reassurance
- Support to restore self-esteem and confidence

Pupils who are bullying will be helped by:

- Discussing what happened
- Discovering why they became involved
- Establishing the wrong doing
- Informing parents or guardians to help change the attitude of the pupil
- Incidents will follow the responses to the 'Procedures for dealing with allegations of bullying' flow chart and may result in an IBP or risk assessment being completed.

Staff are expected to adhere to the following procedures;

- If bullying is suspected or reported to an adult, the incident will be dealt with immediately or at an agreed time
- A clear account of the incident will be recorded with pupils or parents and a copy should be given to the Headteacher on a Cause for Concern Form (in the staffroom)
- Class teachers and parents will be informed
- Sanctions will be used as appropriate in consultation with all parties following the flow chart of procedures

Parents are expected to:

- Help their children behave properly
- Work co-operatively with teacher and child in assisting the child's learning and in building positive attitudes towards learning and school
- Instill in their children a respect for others, and others property, and to help develop a positive feeling about themselves
- Talk in confidence to the child's teacher, the Headteacher or the school's Pastoral Support Lead

Procedures for reporting and responding to bullying

See Appendix 1: Procedures for dealing with allegations of bullying for details and stages of responses

Strategies for the prevention and reduction of bullying

The school's Christian ethos provides a caring and nurturing environment for all children and Year 6 children act as buddies for the younger children. Behaviour values to support our core Christian values are promoted through Character Charts and are reinforced regularly. Logs of incidents are kept by the Headteacher in a behaviour file, locked in their office, containing all Cause for Concerns logged by staff and reviewed each week at Senior Leadership Meetings. This enables staff to pick up any patterns of antisocial behaviour and deal with it before it escalates. PSHE and citizenship is taught and assessed across the curriculum to promote positive friendships.

Appendices

Appendix 1: Procedures for dealing with allegations of bullying

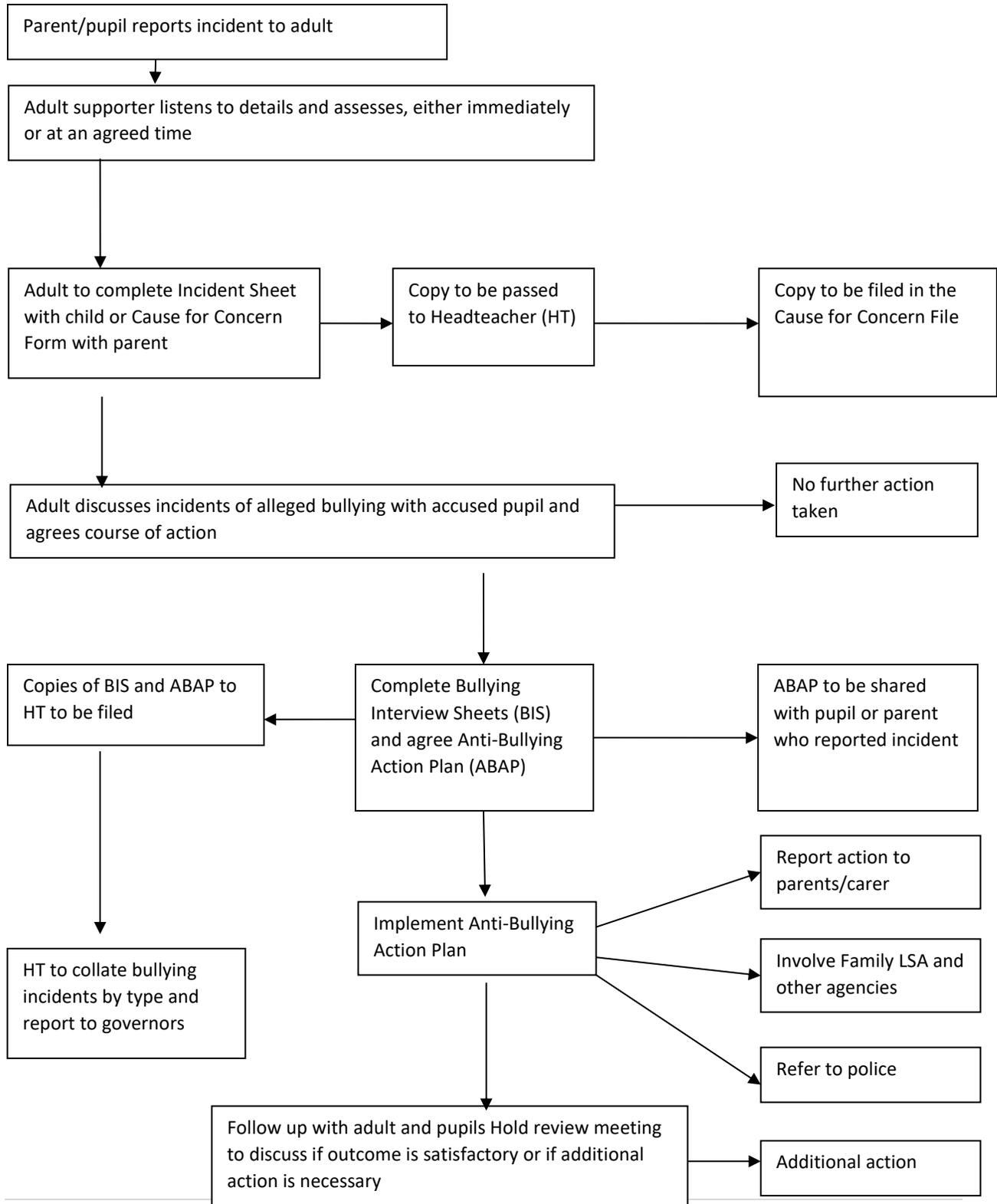
Appendix 2: Cause for Concern / Incident Sheet

Appendix 3: Bullying Interview Sheet

Appendix 4: Anti-Bullying Action Plan

Appendix 1

Procedures for dealing with allegations of bullying



Appendix 2

RECORD OF CONCERN / INCIDENT

| | | | |
|---|------------|----------------------|-------------------------|
| Name of child | | | |
| Gender | Age | Date of Birth | Additional Needs |
| Date and time of concern / incident | | | |
| Nature of concern / incident (what has been said in child's own words, observed, reported and by whom) | | | |
| Additional Information (not opinion, context of concern or disclosure) | | | |
| Details of witnesses to the incident or anyone who shares the concerns detailed | | | |

Follow up and action taken, including outside agency contacts where applicable

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|---|------------|-----------|
| Have you informed parents? | YES | NO |
| Have you informed leadership team? | YES | NO |
| Have you informed class teacher? | YES | NO |
| Have you informed Child protection lead? | YES | NO |

Your name and job title

Date and time of form completion

Additional notes where applicable

Appendix 3

Bullying Interview Sheet



Date:

Name of person completing the sheet:

Name of pupil involved:

Names of any witnesses:

Details of incidents

Who else was involved? Were there other bystanders? How long has the situation been going on? How do you feel about the situation? What action do you feel is appropriate? Who else needs to know?

Signed:

Date:

Appendix 4

Anti-Bullying Action Plan



Date:

Name of person completing the plan:

Name of pupil(s) involved:

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| Action Agreed: |
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| Matter referred to: |
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| Review Date: |
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