

What is bullying?

Bullying is deliberate, repeated behaviour by an individual or group of people that happens continuously over time. It is that person's intention to hurt another person either physically or emotionally.

How does bullying differ from teasing or falling out between friends or other types of aggressive behaviour?

- With bullying, there is a deliberate intention to hurt or humiliate the other person.
- With bullying, the intended victim is deliberately targeted by the bully.
- With bullying, there is a power imbalance that makes it hard for the victim to defend themselves.
- Bullying is persistent – it happens more than once.

How do we prevent bullying at St Hild's?

1. All of our staff are trained to prevent bullying.
2. Our PSHCE curriculum is designed to teach children to develop the skills they need to deal with bullying behaviour. We discuss the different help that is available to children so they all have someone to talk to and strategies they can use to deal with this behaviour.
3. We promote a number of values within our school to develop a community of mutual respect including caring, confidence building, creativity, contribution and community.
4. We create a culture where children find it easy to talk with an adult.
5. Adults listen to children.
6. Children in Reception, Key Stage One and Key Stage Two are trained to support their peers through our Smiles, Mini Buds, Play Leaders and Peer Mediator teams.
7. We have a "worry box" where children can share their worries. These concerns are followed up by a member of staff as soon as possible.
8. We use circle time in all classes to encourage open discussions about different themes and topics. All children are encouraged to participate to share their views and ideas.
9. All of our children are valued. Their opinions and ideas matter and they are encouraged to participate in lessons and discussions.
10. We have termly anti-bullying weeks, with assemblies and class activities to develop children's understanding of different types of bullying.
11. Parents are invited into school to participate in our anti-bullying work and information is sent home regularly to reinforce our anti bullying messages.
12. We promote effective social skills and provide additional support to any children who need it, providing strategies to deal with bullying behaviour and ideas to encourage children to develop and strengthen their friendships.
13. We use team building opportunities to develop mutual respect and trust between pupils.
14. We work with transition workers from our partner Secondary Schools to support children and address any anxieties as they move from Key Stage Two to Key Stage Three.

Unfortunately, bullying occurs in all schools.

How do we deal with bullying at St Hild's?

When an incident occurs, we deal with it quickly and effectively using the following procedure:

- A member of staff will speak to all of the children who were involved in the incident individually to gather the facts.
- The same member of staff will also speak to any witnesses who saw the incident.
- The parents of all children who were involved in the incident will be informed (both the victim and the bully).
- Discussions will take place with the children who were involved (victim and bully) to discuss the incident and find a solution. This may take place as a group, or it may be a 1:1 session. A number of strategies may be used, depending upon the age of the children involved and their responses to the event.

These strategies include:

- The children involved work with an adult to ensure that the situation does not occur again and the children are given strategies to prevent this behaviour.
- The children who were involved work together to find an agreed resolution.
- A circle of friends may be developed to identify other children who can provide support to the child who was bullied.
- Discussions with the bully (with parents/carers if appropriate) to identify reasons for the bullying behaviour and their understanding of the impact their actions had upon the victim.
- Individual work with the children involved (both bully and victim)
- Follow up support with all children who were involved in the incident to monitor their behaviour and feelings.
- Follow up meetings with parents to monitor their child's behaviour (both bully and victim).
- Referrals may be made to outside agencies if school staff feel that additional support would be beneficial. (This support can be sought for both the victim and the bully).

What happens once the bully has been identified?

All actions have consequences and there are sanctions for all children who bully others at St Hild's. This can include discussions with Mrs Ryder or a member of the Senior Leadership Team, loss of playtimes, removal from rewards or treats (e.g. pantomimes, house point treats), additional work to complete in response to the negative behaviour. Extreme and persistent acts of bullying could result in the temporary exclusion of the bully from school.

Any children who experience bullying behaviour at St Hild's will be fully supported by school staff.

Bullying is:

- On purpose
- It happens more than once
- The same bully targets the same victim

It is repeated, deliberate behaviour that is intended to hurt another person.

What do you do if you think your child is being bullied?

Your support

- Make time to spend with your child so they feel able to talk to you openly and feel that they can tell you easily about things that are worrying or upsetting them.
- Listen.
- Hear his or her feelings about what has happened.

Your help to solve the problem

- Help to sort out all the facts of the event slowly and calmly.
- Don't ask closed questions such as "Did they do ... or" Rather ask your child to tell you what happened.
- Don't put words into their mouth – let them explain what has happened in their own way and in their own time.
- Don't over question your child. Give them the time they need.
- Watch and listen to see if there is a pattern over time. Is their behaviour different on a particular day or following a particular event each week?
- What does your child want to happen next? Involving your child in finding a solution can be empowering and it can strengthen their ability to cope if a similar situation ever arises again.

Take Action

- Be prepared to take action by speaking on your child's behalf to the school. Either arrange an appointment with their class teacher or speak to Mrs Ryder.
- Don't take matters into your own hands. It is a very difficult time, but the school should be involved in sorting out the situation.
- Share all the facts that you know honestly and fairly with the school as soon as possible.
- Give the school reasonable time to find out more and respond to you and your child – there may be a number of people who are involved in the incident and it takes time to gather all of the facts.
- Take action that reassures your child, rather than embarrasses them.
- Keep calm and show fairness and respect to everyone involved.

What if your child is the bully?

Your support

- Listen to what others are telling you about your child's behaviour.
- Calmly ask your child's opinions and feelings about the situation.
- Continue to show your child that you care about them. It is the behaviour that is the problem, not your child, and behaviour can change.

Help to solve the problem

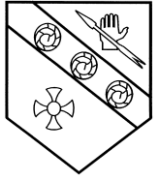
- Consider reasons why your child may have bullied others. Is your child feeling insecure or are there any other problems that may be causing this behaviour? Ask your child and others who know your child, including school staff. The more information you can gather, the more likely you are to identify the cause of the bullying behaviour.
- Help your child to take responsibility to put things right. It takes courage to apologise, so show that you are proud of them for doing so.

Take Action

- If bullying has taken place outside of school, our staff will appreciate being informed that you know your child was involved and that you want to help to sort things out.
- Make sure you show others that, even though your child's behaviour has been disappointing, he or she still deserves to be treated fairly and with respect.

Further information can be found online:

<http://www.bbc.co.uk/schools/parents/bullying/> <http://www.bullying.co.uk/>
<http://www.anti-bullyingalliance.org.uk/advice/parents-carers.aspx>



St Hild's College CE Aided Primary School

A parent's Guide to Bullying

This leaflet aims to provide a quick guide to our school policy on anti-bullying.

For more information about our anti bullying work and our anti bullying policy, please speak to your child's class teacher or refer to our school web site:

<http://www.st-hilds.durham.sch.uk/>

There are many different types of bullying including:

- **Physical bullying** (hitting, kicking, punching)
- **Emotional bullying** (unkind words)
- **Non-verbal bullying** (dirty looks, threatening behaviour)
- **Cyber bullying** (unwanted messages online or by text)
- **Racist or prejudiced bullying** (bullying a person for their beliefs, background, lifestyle choices or ethnicity)