

Anti-Bullying Policy of The Paragon School Junior School of Prior Park College

At The Paragon we work constantly to maintain a warm and harmonious atmosphere within school, however we acknowledge that from time to time, bullying does happen.

We aim to be alert to, and to minimise, all forms of bullying, to deal firmly with all such behaviour, to protect and support victims and to ensure that all children and adults within school have a common understanding of what constitutes bullying.

What is Bullying?

Bullying is a deliberate and repeated action conducted by an individual or group and directed against an individual who cannot defend him/herself in the situation.

Bullying can take different forms:

- **Verbal bullying:** name calling, use of threatening or provocative language etc;
- **Psychological bullying:** excluding an individual from group play, refusing to talk to or even acknowledge an individual;
- **Physical bullying:** hitting, kicking, grabbing an individual; taking or hiding another's property etc.

Guidelines

- Watch for signs of distress in children – it may be the early symptoms of bullying, i.e. spurious illness, isolation, the desire to remain with adults, erratic attendance.
- All allegations of bullying will be carefully investigated with open discussion about the issue.
- Staff will respond calmly and consistently to allegations or incidents of bullying.
- Appropriate records of incidents will be kept.
- Children must be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Therefore any other adult in a position of responsibility should feed back to the class teacher as soon as possible.
- The victim will be listened to carefully and will be offered help and support during school/extra curricular time and on the school premises whilst the issues are resolved.

- The treatment of the bully will be of a controlled and positive nature.
- The unacceptable nature of the behaviour and the consequences of any repetition should be made clear to the bully.
- Both bullied and bullying parties should be informed that the situation is being monitored by the class teacher, who at this stage may share the details with other staff, SMT and the Headmaster.
- Communicate clearly to children and parents the school's strong response. If there is no improvement, or further bullying occurs, the parents of the bullying child will be informed and they may be invited in to discuss the problem with the class teacher, a member of the SMT or the Headmaster.
- Stress that the whole school community acts together to ensure a zero tolerance policy is adhered to.
- As part of the PSHE programme, greater understanding of bullying in all its forms will be developed.
- There will be regular teacher – class teacher discussion, e.g. during circle time, dealing with friendship / playtime issues.
- Children will be taught strategies to help them deal with bullying situations which they may encounter.
- Children should be advised that the class comment boxes and the School Council are two possible channels for them to communicate concerns regarding bullying.

Hazel Hosford
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