



# **DICKLEBURGH C of E PRIMARY ACADEMY**

## **BULLYING POLICY**

## **BULLYING**

We regard bullying as particularly serious and take firm action against it.

### **The definition of bullying is:**

"A person is bullied when he or she is exposed regularly and over time to negative actions on the part of one or more persons."

### **Bullying can be physical, verbal or emotional.**

Incidents can include -

- \* name calling
- \* malicious gossip
- \* damaging or stealing property
- \* pinching/kicking
- \* teasing
- \* intimidation
- \* ostracising
- \* damaging school work and equipment

### **Reasons for being a bully may be**

- \* victim of violence
- \* enjoyment of power, creating fear
- \* copying behaviour from home or T.V.

It occurs in individuals from all backgrounds, cultures, races, sexes, religious beliefs.

### **Reasons for being a victim may be**

- \* race/sex/class
- \* new child in school
- \* child with family crisis
- \* disability or difference of any kind

Victims are likely to be children who are timid, unlikely to fight back, loners with few friends, anxious or fearful children, younger children and those outside a group.

### **Early signs of distress**

- \* withdrawn
- \* deterioration of work
- \* isolation
- \* desire to remain with adults
- \* erratic attendance
- \* general unhappiness/anxiety/fear

## Recognise difference between:

### bullying/bossiness and bossiness/boisterous behaviour

#### Bullying

Focused on younger, smaller and timid children increasingly relying on threat and force.

Conscious desire to hurt, threaten frighten.

Playing at spoiling other children's activities, showing violence and hostility.

Rough intimidating behaviour.

#### Bossiness

Bossing whoever is around at the time - organising others' activities.

Usually grows out of it as they mature and learn social skills.

More natural uncontrolled - not vindictive - high spirits, not unfriendly.

## Dealing with bullying

1. To follow the sanctions described in the Behaviour Policy.
2. We will support both victim and bully. The victim needs self-esteem and self-value. The bully needs to work with others (co-operation rather than competition). We ask ourselves "Why are they bullying?"
3. We reward non-aggressive behaviour in school.
4. We follow up and support - to prevent re-occurrence. For example the school would:  
brief lunchtime supervisory staff and other relevant adults;  
use logs to record individuals behaviours and their outcomes;  
access counselling services.
5. Enable children to see other point of view - how would you feel if ?

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Signed: *ND* 29.06.17