

The **NO BLAME APPROACH** can be summarised by the following steps:

Step One—Interview the victim

When the adult finds out that bullying has happened, the victim is encouraged to say how this made him or her feel. The adult does not need to know every detail of the incident but does need to know who was involved. The incident is recorded.

Step Two—Convene a meeting with those involved

The adult arranges to meet the group of pupils who have been involved. This will include some bystanders who joined in but did not initiate any bullying.

Step Three—Explain the problem

The adult tells them about the way the victim is feeling, but does not discuss the incident or allocate blame to the group.

Step Four—Share responsibility

Without attributing blame, the adult states that she knows the group is responsible and can do something about it.

Step Five—Ask the group for their ideas

Each member of the group is encouraged to suggest a way in which the victim could be helped to feel happier. The suggestions are recorded.

Step Six—Leave it up to them

The adult ends the meeting by passing the responsibility to the group to solve the problem. She arranges to meet them again to see how things are going.

Step Seven—Meet them again

About a week later the adult discusses with each pupil, including the victim, how things have been going. If there has not been positive improvement, more suggestions are sought.

Ladybrook Primary School



Advice for parents on bullying

This leaflet aims to support you and your child with any issues you may experience related to bullying. Bullying is not always easy to define, it takes many different forms, names, teasing, being pushed and pulled, ignored, left out and so on.

If your child is being bullied

How you and your child may feel

Your child may be feeling helpless, victimised, embarrassed, isolated, unsafe and humiliated. As a parent, you may be feeling upset, angry, anxious, isolated, appalled, frustrated, powerless and confused.

How can you help?

- ✓ Be patient and make time to listen to your child.
- ✓ It is very important that your child feels he or she can trust you.
- ✓ Re-assure your child that by sharing the problem with you and school, the problem can be resolved.
- ✓ Agree with your child who you will tell and what steps you will take next. Be honest—don't make promises you can't keep.
- ✓ Tell your child that they have done the right thing by talking.
- ✓ Remember that it is not their fault or yours.
- ✓ Please contact the school if you believe your child is being bullied.

Approaching school

- Your concern will be taken seriously and dealt with calmly. You may wish to talk to your child's class teacher or alternatively the Headteacher. Either way, once you have expressed a concern, staff in school will deal with the problem, in consultation with you and your child.

If your child is bullying others

How you and your child may feel

If your child is bullying others, you may feel shocked, surprised, angry, confused, embarrassed, defensive, isolated and a sense of failure. Your child may feel defensive, humiliated, scared, embarrassed, victimised and lonely.

If we discover that your child has been involved in any bullying, we will contact you to discuss the incident and action we have taken.

How you can help

- ✓ Keep calm.
- ✓ Listen carefully to the facts from your child and school.
- ✓ Ask your child what's going wrong.
- ✓ Work with school, keep communication open and take advice.
- ✓ Try and show your child better ways of socialising with other children.
- ✓ Check regularly with your child to find out how things are going at school.
- ✓ When your child shows co-operation and kindness to other people make sure you actively praise and encourage them. Let them know that you have noticed their efforts to improve their behaviour.

How School can help

Ladybrook School uses "*The No Blame Approach*" which is a practical scheme for responding to incidents of bullying. It looks at making amends and focuses on positive improvements in interpersonal relationships.

How does Ladybrook promote an anti-bullying culture?

- All classes follow a Personal, Social & Health Education (PSHE) curriculum, which includes work on respect for others, valuing differences and raising self-esteem. This work is often carried out through an activity called "Circle Time".
- "Circle Time" provides the ideal group listening system for promoting moral values, enhancing children's self-esteem, building a sense of team and developing social skills.
- It is a system involving children which gives them equal rights and opportunities to discuss concerns, debate moral values, practise positive behaviour and work out solutions in a firm context, which is highly motivated.

Other things we do

- Assemblies * Agreed rules
- Sanction/reward system * Use of "Playground Buddies"
- Whole school open door policy, where children are encouraged to share a problem

Remember that parents, pupils and teachers working together as a team can resolve bullying issues.