



Anti-Bullying Policy



Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff. Our school's values are transmitted through the 'hidden' curriculum as well as through our timetable. We believe all adults in the school have a vital role as role-models.

What Is Bullying?

Bullying is the intention of hurting another person. Bullying results in pain and distress to the victim. It is targeted and repeated.

Bullying **can** be:

- Emotional being unfriendly, excluding from play, stealing, (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures, excluding,
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is and have a sense of ownership of the policy. Staff training will be identified and needs met through continuous professional development
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should be made aware of the school policy on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Signs and Symptoms

A child may indicate by their behaviour that he or she is being bullied. Adults should be aware of these **possible** signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)

- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Bullying is more likely to occur in certain types of situations,

- In the playground
- On initial entry to school and exit
- At times of family crisis
- In the toilets

Procedures

1. Report bullying incidents to staff
2. The incidents will be recorded and followed up by staff (green sheets sited in the kitchen)
3. In serious cases parents of the perpetrators should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) will be asked to genuinely apologise. Other consequences may take place. See sanctions in Behaviour Policy.
- 2) In serious cases, fixed term exclusion will be considered.
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 5) Time will be spent with the victim to explore their feelings following the apology and encourage the act of forgiveness.

Prevention

We will use methods for helping children to prevent bullying. As and when appropriate, these may include:

- Following the school rules (ref Behaviour Policy)
- Mini Police
- PSE curriculum
- Circle time
- Anti-bullying week
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- role-play
- having discussions about bullying and why it is important to report incidents

Also we will

- continually work towards ensuring that the school grounds and buildings do not contribute to a bullying environment

Monitoring

In order to monitor the success of the policy the children will be regularly asked for their opinions through the school council. The feedback from annual parent and pupil questionnaires will be discussed at staff and full Governors meetings annually.

The policy will be reviewed annually.

Date: Autumn 2016

Review Date: September 2017

Review November 2018

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice