



## **ANTI BULLYING POLICY**

### **General Statement**

All governors, staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general and should work towards ensuring that pupils can work in an environment without fear. Bullying is unacceptable in this school and will not be tolerated.

### **Aims**

- To demonstrate that the school takes bullying seriously and that it will not be tolerated;
- To take measures to prevent all forms of bullying in school;
- To support everyone in the actions to identify and protect those who might be bullied;
- To demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying;
- To promote an environment where it is **not** an offence to tell someone about bullying; or
- To promote positive attitudes in pupils;

### **Definition of Bullying**

Bullying is repeated behaviour which makes other people feel uncomfortable or threatened whether this is intended or not.

There are different sorts of bullying, but the four main types are:

<b>PHYSICAL</b>	hitting, kicking, taking or hiding belongings including money.
<b>VERBAL</b>	name calling, teasing, insulting, writing unkind notes.
<b>EMOTIONAL/ INDIRECT</b>	being unfriendly, excluding, tormenting, spreading rumours, looks.
<b>TECHNOLOGICAL</b>	using phones, computers, video or any other forms of technology.

Bullying can happen to anyone. Our policies/documents cover various forms of bullying.

These include:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions. (Homophobia)
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying. (Transphobic Bullying).
- Cyber bullying.

People react differently. It is not always possible to tell someone is hurt or upset.

### **Possible Signs**

Pupils who are being bullied may show changes in behaviour, such as becoming shy or nervous, feigning illness or clinging to adults. They may show changes in their work patterns, may lack concentration or may even truant from school.

### **Encouragement to tell**

- We listen
- We take bullying seriously
- We take appropriate action
- We help
- We have 'behaviour awareness weeks' every year to give advice and support

We create an atmosphere in the school where pupils who are being bullied, or others who know about it, feel that they will be listened to and believed and that action taken will be swift but sensitive to their concerns. We have close relationships with 'Bully Busters' who visit our school regularly. As a result of this we have a Peer Mentor system in place who have a pro-active role supporting both teachers and children.

### **Responsibilities**

Governing Body

The governors will liaise with the Chair, the Head and designated teacher over all anti-bullying strategies and individual cases where appropriate.

### **The Head**

The Head has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils.

### **The Head will:**

- ensure that all staff have an opportunity of discussing strategies and reviewing them;
- determine the strategies and procedures;
- discuss development of the strategies with the Leadership Group;
- ensure that appropriate training is available;
- ensure that the procedures are brought to the attention of all staff, parents and pupils; and
- report to the governing body;

### **All Staff will:**

- keep the Headteacher, Deputy Headteacher and designated teacher informed of incidents;
- Know the policy and procedures;
- Be observant and ask pupils what is happening to them;
- Deal with incidents according to the policy;

### **Procedures**

1. All reported incidents of bullying will be taken seriously. The class teacher of the reported victim will take initial responsibility for investigating any incident and will refer to Deputy Headteacher and Headteacher for advice/ support. The Bullying check list will be used to investigate the incident.
2. Incidents and discussions with all children involved will be recorded and dated
3. If after investigation, further action is required, parents will be involved and support will be provided as to what they can do to reinforce and support.

#### The victim

If a child has been a victim of bullying:

- Involvement of the Headteacher or Deputy Headteacher following initial complaint
- Support the child to
  - To deal more adequately with the situation
  - To know how to seek help
  - Whole family involvement when necessary

The victim will always be told to report any incidents immediately as all staff will be informed.

#### The bully

If a child is bullying:

- The school behaviour policy will be applied and parents will be informed.
- Discussions with the Headteacher/ Deputy Headteacher
- Full apology and recompense for the victim where appropriate
- Careful monitoring by the senior member of staff involved.
- A bullying incident will be kept on his/ her record and further action will be taken if there is a recurrence.

**To Pupils**

**Don't suffer in silence**

If you see bullying happen in our school...

- Don't be a bystander
- Tell someone. Not telling means the victim will continue to suffer and the bully will carry on.
- Speak to a Peer Mentor
- Grab a Grown Up

We all have a responsibility to make sure that bullying is not allowed to continue in our school.

If you are being bullied, or you know that someone else is, please tell us straight away and it will be dealt with. Not telling means the victim will continue to suffer and the bully will carry on, probably with others too. We all have a responsibility to make sure that bullying is not allowed to continue in our school.

### **To parents**

If you think your son/daughter may be being bullied, he/she tells you that he/she is, please let us know straight away. Please reassure him/her that we will deal with it sensitively but firmly. If your son/daughter tells us he/she is being bullied, or we discover that he/she is bullying others, we will contact you and will discuss together how the situation can be improved.

### **To teachers**

If you think that bullying is happening, talk to the pupils concerned and ask them what has been happening. Either ask them to write it down, or do so yourself, so that it can be passed on to the appropriate member of staff.

We need to be particularly vigilant at break times and lunch times, around corridors in the playground and the toilets. These are times and places where victims are more vulnerable and bullies are not easily seen.

Curriculum work can enhance this policy in two ways:

1. By dealing with the topic of bullying, in a way which explores why it happens and gives alternative ways of behaving and dealing with difficulties.
2. By using teaching methods which encourage co-operative work and a variety of groupings so that pupils extend their relationships beyond a small group of friends.

Childline Free confidential helpline for children, young people and their families. The website contains information, advice and publications on the subject of bullying. Helpline: 0800 11 11 (24 hours) [www.childline.org](http://www.childline.org).

Kidscape Kidscape is a UK charity set up specifically to prevent bullying and child abuse, providing information, resources and practical skills to help keep children safe from harm. Helpline 08451 205 204 [www.kidscape.org.uk](http://www.kidscape.org.uk)

Family Lives (previously Parentline Plus) 0808 800 2222 [www.familylives.org.uk](http://www.familylives.org.uk)

Mencap Tel: 0808 808 1111 [www.mencap.org.uk](http://www.mencap.org.uk)

Children's Legal Centre 0845 345 4345 [www.childrenslegalcentre.co](http://www.childrenslegalcentre.co)

#### National Websites

Anti-Bullying Alliance (ABA) Tel: 020 7843 6315 [www.anti-bullyingalliance.com](http://www.anti-bullyingalliance.com)

[www.thinkuknow.co.uk](http://www.thinkuknow.co.uk) CEOP's website offers a wealth of up-to-date, practical information on how to keep your child safe online, including where to go for further help and advice.

[www.childnet.com](http://www.childnet.com) Includes Know IT All resources on the safe and positive use of the internet.

[www.saferinternet.org.uk](http://www.saferinternet.org.uk) Offers the latest advice on how to use the internet and new technologies safely and responsibly.