



*Sharing our Gifts and Growing our Talents Together*

## **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.

This policy is part of our schools wider Behaviour Policy.

Our policy is applied to the bullying of school staff as well as our pupils.

### **Statutory Responsibility**

The law requires that our governing body must:

- make, and from time to time review, a written statement of general principles to guide the headteacher in determining measures to promote good behaviour
- consult the headteacher, other appropriate members of staff, parents and all pupils on this statement of principles
- promote the well-being of pupils in their schools
- exercise their functions with a view to safeguarding and promoting the welfare of pupils
- produce an annual profile answering the question 'How do we make sure our pupils are healthy, safe and well-supported?'
- have a race-equality policy, and assess and monitor the impact of their policies (including the race-equality policy) on pupils, staff and parents, with particular reference to the impact on pupils' attainment
- have a disability equality scheme and make reasonable adjustments to avoid placing disabled pupils at a substantial disadvantage in comparison with pupils who are not disabled
- establish procedures for dealing with complaints about bullying and all matters relating to the school, and publicise these procedures.

The law requires that our headteacher must:

- determine the more detailed measures (rules, rewards, sanctions and behaviour-management strategies) on behaviour and discipline that form the school's behaviour policy, acting in accordance with the governing body's statement of principles in so doing; the policy determined by the headteacher must include measures to be taken with a view to 'encouraging good behaviour and respect for others on the part of pupils and, in particular, preventing all forms of bullying among pupils';
- publicise the measures in the behaviour policy and draw them to the attention of pupils, parents and staff at least once a year;
- determine and ensure the implementation of a policy for pastoral care of the pupils;
- ensure the maintenance of good order and discipline at all times during the school day (including the midday break) when pupils are present on the school premises, and whenever the pupils are engaged in authorised school activities, whether on the school premises or elsewhere.

The law requires that our teachers must:

1. promote the general progress and well-being of individual pupils and of any class or group of pupils assigned to them, which includes ensuring as far as possible that pupils are free from bullying and harassment
2. apply the school rewards and sanctions lawfully.

## **What Is Bullying?**

Bullying is the use of aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying is defined as deliberately hurtful behaviour, usually repeated over a period of time that intentionally hurts another individual, or group, either physically or emotionally.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Based on ability
- Based on appearance or health conditions
- Racist - racial taunts, graffiti, gestures
- 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 the internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology , i.e. camera & video facilities

## **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- 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 know what the school policy is 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.
- Bullying will not be tolerated.

## **Signs and Symptoms**

A child may indicate by signs or 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
- doesn't want to go on the school / public bus
- begs to be driven to 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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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

## **Procedures**

1. Pupils will be encouraged to report incidences of bullying to staff/parents.
2. Parents will be encouraged to report incidences of bullying to staff.
3. Staff will be encouraged to report incidences of bullying to the management.
4. In cases of serious bullying, the incidents will be recorded by staff/management.
5. The pupil/staff member who has experienced bullying will be safeguarded and offered sources of support.
6. Intervention will be undertaken to prevent; de-escalate and / or stop any continuation of harmful behaviour.
7. All cases of bullying will be treated in a reasonable, proportionate and consistent way.
8. Those found to be bullying will be dealt with as above taking account of any Special Educational Needs or disabilities, and taking into consideration the needs of vulnerable children.
9. In serious cases parents will be informed and asked to come to a meeting to discuss the problem.
10. Disciplinary sanctions will be applied to ensure the person(s) responsible for the bullying learns from the experience, changes their behaviour, and possibly receives multi-agency support.
11. Disciplinary sanctions may in serious cases, include suspension or even exclusion.
12. If necessary and appropriate, police will be consulted.

## **Discipline**

Penalties will have three main purposes:

1. To impress on the perpetrator(s) that what they have done is unacceptable
2. To deter any repetition of the behaviour
3. To signal to other pupils/staff that bullying is wrong and to deter them from repeating the behaviour.

## **Prevention**

1. Our school leaders will promote an open and honest anti-bullying ethos.
2. Our schools will use curriculum opportunities to develop social and emotional skills in areas such as empathy and the management of feelings.
3. We will use opportunities throughout the school calendar to raise awareness of the negative consequences of bullying e.g. Anti-Bullying Week in November and whole school assemblies.
4. We will engage the school councils in the formation of a child-friendly version of this policy, and in the promotion of open and honest reporting of bullying.
5. We will encourage the use of mentoring, anti-bullying pledges and notice-boards in our schools.
6. We will be aware of the school environments and target attention on key times and locations when bullying is most likely to occur; and we will work with pupils to establish when and where those times and locations are.

## **Communicating the Policy**

The Anti-Bullying Charter is used to communicate and celebrate the anti-bullying stance of our schools.

The Charter is displayed in our schools' reception areas, staff rooms and is available on our school website. Children have been invited to discuss the Charter in school assemblies.

This policy is available on our school website, and is available in staff handbooks as well as on file in the school office.

## **Monitoring, evaluation and review**

The governors will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Date: October 2015

## **HELP ORGANISATIONS:**

Act Against Bullying	0845 230 2560
Anti-Bullying Alliance	020 7843 1901
Childline	0800 1111
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

## **Further Advice:**

[www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn](http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn)