



## Anti-Bullying Policy

### Policy and Procedure:

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### 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 an adult and know that incidents will be dealt with promptly and effectively. This policy aims to produce a consistent approach to the prevention of bullying, and to the response to any bullying incidents which occur.

### 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.

We define bullying as;

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power.”

It can be Physical, Verbal or Psychological. It can happen face to face or in cyberspace. It can be hidden or indirect.

(Anti-bullying Alliance)

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting (e.g. threatening gestures)
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal: name-calling, sarcasm, spreading rumours, teasing,

- Online: All areas of the internet, such as e-mail & internet chat rooms misuse
- Mobile: threats by text messaging or calls and misuse of associated technology, i.e. camera and 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. All 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.
- 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
- Asks to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts to threaten suicide or runs away
- Cries themselves to sleep or has nightmares
- Feels ill in the mornings
- Begins to do poorly in school work
- Comes home with torn clothes or damaged books
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home starving (money/lunch may have been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or telephone
- Is nervous or jumpy when receiving e-mails etc.

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

### **Response**

When bullying has taken place the emphasis is always on a caring, listening approach. The bullying behaviour and threats of bullying must be investigated and the bullying stopped quickly.

If bullying is suspected we will fully investigate by talking to the suspected bully, suspected victim and any witnesses. Discussions are held (led by the class teacher / TAC team,) between the offender, victim and any potential witnesses.

### **Procedures**

1. Report concerns and/or incidents of bullying to a member of staff who will ensure this is shared with the Senior management team.
2. Incidents of bullying should always be recorded on CPOMS and the TAC team informed.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. We will help the bully (bullies) change their behaviour.
5. Sanctions are applied according to the School Behaviour Policy. If necessary and appropriate, the police and/or Child Protection team will be consulted.
6. In extreme cases, e.g. where all strategies have proved ineffective, the head teacher may contact external support agencies, such as the SEBD Team and a personal support plan put in place.
7. The situation is continually monitored, to ensure that the behaviour does not continue.

### **Outcomes**

1. Counselling and support is offered to the victim, via the class teacher / TAC team.
2. The bully (bullies) will be asked to genuinely apologise. Other consequences may also take place in line with the school behaviour policy.
3. Whilst every attempt will be made to resolve the issues whilst maintaining attendance, in serious cases, suspension or even exclusion will be considered.
4. Where at all possible the pupils will be reconciled.
5. Discussions are held with the offender, led by the class teacher / TAC team. Time is spent explaining to them why their action was wrong and how they should change their behaviour in future. They will be helped to understand the consequences of their actions and the sanctions for their choices.
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. Careful consideration must be made to prevent 'labelling' of pupils either as victims or bullies.

### **Prevention**

It is the schools policy to work together with pupils and parents to prevent bullying as far as possible. This will include:

- Having zero tolerance in our school.
- Having a clear set of school values.

- Signing a home/school contract
- Being open about bullying and discussing with the children why it matters
- Providing opportunities for children to talk about bullying in a caring and secure atmosphere
- Pro-active interventions by members of the TAC team, wherever vulnerability is suspected in a child.
- Use of the PHSCE curriculum across the school to promote children's emotional skills and develop their empathy towards other members of the community.
- The use of Anti-Bullying Week across school annually to focus all children and stakeholders on their understanding of bullying issues and their role in its prevention.
- The use TAC Mentors to lead and promote cooperative and constructive activities during all break times.
- After-school clubs and learning provision to promote children's interest in cooperative and constructive activities.
- Accessing additional help and guidance from external agencies.

## Appendices