



Anti Bullying Policy

Reviewed-Autumn 2020
Next Review-Autumn 2021

Agreed by Staff

Aims

This anti-bullying policy aims to ensure that all our pupils feel safe at school and are free from intimidation and harassment of all sorts.

We achieve this by:-

- promoting a secure and happy environment free from any type of bullying behaviour
- taking positive action to prevent bullying from occurring
- showing commitment to overcoming bullying by showing zero tolerance
- being a *TELLING* school that speaks out without fear.
- Ensuring that all pupils are able to tell and know that incidents will be dealt with promptly and effectively.
- Ensuring that *anyone* who knows that bullying is happening is encouraged to tell a member of staff
- assuring pupils and parents/carers that they will be supported if bullying is reported
- ensuring that all involved know the STOP definition of bullying e.g. Several Times On Purpose

A Definition of Bullying

There is no universal definition of bullying, but in the context of our school we would regard a child as being bullied when they feel intimidated or 'picked on' by any person or group showing violence or aggression, making unkind comments or sending inappropriate notes. This intimidation may also be shown by gestures and looks. Some bullying may include the extortion of money, food or toys. It can involve verbal abuse of the individual or their family, or the taking, hiding or damaging of personal possessions. A child is also being bullied when they are teased or ignored by their peer group, for any reason. Bullying usually takes place repeatedly and over a period of time. (STOP= Several Times on Purpose).

A Checklist of Bullying Incidents

Children will describe these incidents in various ways, possibly using the current colloquial terminology, but essentially they involve:

Physical Behaviour

e.g. nudging, pushing, tripping, play-fighting, 'bombing', battering, poking with fingers or objects, spitting, lifting smaller children, ganging up on children, snatching, misusing sports equipment, pulling clothes, hiding possessions, spoiling work, pulling chairs out, trapping in doors, monopolising equipment, glaring, staring, unwanted physical contact.

Verbal Behaviour

e.g. swearing, racist comments, name calling, 'cussing', verbal dueling, graffiti, writing notes, shouting in face, burping, ostracising, ignoring, sexually abusive comments

Indirect Actions

e.g. whispering campaigns, undercurrents, exclusion, sexism, threats of harm by other children, blaming others, verbal threats, manipulating the system, body language, size intimidation, bitchiness

Cyber Actions

e.g. misuse of areas of internet, such as email & internet chat room, mobile threats by text messaging & calls, misuse of camera & video facilities

Peer on Peer Abuse

Peer on Peer abuse can manifest itself in many ways. It should not be seen as “banter” or as “part of growing up”. This school does not tolerate children being sexually touched or assaulted or being subjected to initiation type violence. The school does not tolerate sexting or other screen based bullying. (see Keeping Children safe in Education September 2018)

Signs and Symptoms of Bullying

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
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- 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"
- 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.

In assemblies and in class school will talk about the term bullying being “several times on purpose” and not one off incidents of children being mean to each other or falling out with each other. We will use resources from the NSPCC and other anti- bullying agencies. Although anti-bullying assemblies will be planned across the year, we will also cover issues when and if they arise.

Our responses to bullying

Bullying will be treated as part of the school’s Behaviour Policy. The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be investigated immediately by the member of staff who has been approached. Witness statements may be obtained.

- A clear account of the incident will be recorded in the Behaviour book
- Serious incidents will be 'fast tracked' to an appropriate level
- One-off, 'minor' incidents, however, can usually be dealt with by discussion with the child/children and a verbal warning.
- Sanctions will be used as appropriate (see Behaviour Policy)
- The victim/s should also be involved in discussion of the incident and the sanction used so that they know the matter has been dealt with.
- Parents/carers will be informed
- Staff need to be alert to repeated 'minor' incidents over a period of time.
- All severe cases of bullying including repeated offences should be reported to the head teacher and recorded. They will then be followed up as appropriate and monitored for patterns and persistency. In all such cases the perpetrator and the victim should be counseled and this should be arranged between the Head teacher and the class teacher. Parents/carers will be informed.

Staff Responsibilities

- To promote anti-bullying
- To ensure that staff and children know the definitions of bullying
- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate as fully as possible
- To take appropriate action
- To record and inform parents/carers of bullying incidents
- To foster by example the values we as a school believe in
- To promote the use of interventions which are least intrusive and most effective

The promotion of a caring, co-operative ethos is important. The only effective way of preventing bullying is to teach pupils from as early an age as possible that bullying is totally unacceptable.

All children will be taught strategies for dealing with and preventing bullying as part of assemblies, circle times and PSHE lessons using discussion, stories, poems, role play and SEAL materials. The national Anti-Bullying Week will be supported in November

Implications for Pupils

Pupils who have been bullied will be supported by

- Reassurance
- An offer of continuous support
- Restoration of self-esteem and confidence

Pupils who have bullied will be helped by

- Discussion of what happened to try to identify the cause of the bullying behaviour.
- Establishing the wrong behaviour and the need to change.
- Supporting the pupil with strategies for changing behaviour.
- Involving parents/carers to help change the attitude of the pupil

Implications for Staff

Through INSET and Local Authority Safeguarding Briefings, all members of staff will receive updated training in behaviour management.

All members of staff will sign a code of conduct and understand that there is a zero tolerance of any bullying in the school, staff to pupil, staff to staff and that disciplinary action will be taken should any bullying occur.

Implications for Governors

Governors will be kept informed of any serious cases of bullying and will be consulted in the annual review of this policy

Implications for Parents

Involved parents/carers will be kept informed throughout any incidences of bullying. All parents/carers will be consulted in the annual review of this policy

Links with other policies

Behaviour Policy

Disability and Equality Policy

Exclusion Policy

Inclusion Policy

L.A. Guidelines and National Guidelines on Exclusion from School

Personal, Social, Health Education Policy