

SCHOOL ANTI-BULLYING POLICY

(revised June 2016)

AIM

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

WHO IS THIS POLICY FOR?

- 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.

DEFINITION OF BULLYING

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

The four main types of bullying are:

- **Physical** (hitting, punching, kicking, theft)
- **Verbal** (name calling, racist, sexist and homophobic remarks)
- **Indirect** (spreading rumours, excluding someone from social groups)

- **Cyberbullying** (the use of ICT particularly mobile phones, social media and the internet, to deliberately upset someone else – this can happen outside school but has implications for the parties involved when they are in school)

Bullying can be based on any of the following things:

- Religion or belief
- Culture or class
- Race (racist bullying)
- Gender (sexist bullying)
- Sexual orientation (homophobic bullying)
- Gender identity
- Special Educational Needs (SEN) or disability
- Appearance or health conditions
- Related to home or other personal situation
- Related to another vulnerable group of people (e.g Young Carers, refugees)

No form of bullying will be tolerated and all incidents will be taken seriously.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed above. It will be challenged by staff and recorded and monitored. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a class log.

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously, recorded and monitored in school, with the Headteacher reporting incidents to the Governing body every term. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking in concentration or truanting from school.

School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Child-friendly policy about anti-bullying
- PSHE programme including opportunity for pupils to understand about different types of bullying and what they can do to respond and prevent bullying
- School assemblies to raise awareness of bullying, the school participates in Anti-Bullying Week
- School assemblies to raise awareness and understanding of difference
- Difference and diversity are celebrated across the school through displays, books, images
- The school values equality and respect as part of our core values and celebration assemblies - Sparkle & Shine and Citizenship Awards
- Stereotypes are challenged by staff and pupils across the school
- Peer Mediators offer support to all pupils, including those who may have been the target of bullying
- Conflict resolution provides support for those being bullied and for those who demonstrate bullying behaviour

Pupils must be encouraged to report bullying. Whilst sometimes staff may investigate cases of bullying initially all instances must be reported to the headteacher. Incidents will be recorded and stored in the school office

Teaching and support staff should be alert to the signs of bullying and act promptly and firmly against it in accordance with this school policy.

ADULT BULLYING

From time to time adults behave inappropriately to each other. If any parent feels that they are being treated inappropriately within our school community they must report this to the headteacher immediately.

PROCEDURES

The following steps must be taken:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the headteacher

- The headteacher will interview all concerned and will record the incident
- Class teachers will be kept informed
- Parents will be kept informed
- Appropriate measures will be used to ensure that the child who is bullying understands that he/she has done wrong and that their behaviour is entirely unacceptable

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with either the class teacher, headteacher, or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what has happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and the need to change
- Informing the parents or guardians to help change the attitude of the pupil
- Placing the child on a Pastoral Support Plan (PSP)
- Possible involvement of external agencies (e.g. MAST Multi-Agency Support Team)

The following disciplinary steps can be taken:

- Official warnings to cease to offend
- Exclusions from break times for a fixed period
- Exclusions from certain areas of the school premises/seclusion
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Role of parents:

Parents have an important role to play in our anti-bullying policy. We ask parents to:

- Always take an active role in your child's education. Enquire how their day has gone, who they have spent time with etc.

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- Please do not advise your child to fight back. It can make matters worse.
- If you think your child is being bullied, please do not approach that child or child's parents. Parents confronting parents in the playground is not acceptable and could be viewed as adult bullying. Where concerns around bullying, the school should be informed immediately so that we may intervene to resolve the problem to ensure our school community remains a happy, safe and enjoyable place where everyone wants to be.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help

Within the curriculum awareness of the nature of bullying will be raised through PSCHE, SEAL sessions, SEAL curriculum council, assemblies and the national Anti-Bullying Day.

Related policies:

- E-Safety and acceptable use policies
- SRE policy
- Equality Policy
- SEND policy
- Safeguarding policies
- Emotional Well-Being Policy
- Positive Behaviour Policy

The school will review this policy regularly as part of the annual Anti-Bullying Week. The policy will be promoted and implemented throughout the school.

Signed:

Steven Arbon-Davis (Headteacher)

Diane Shaw (Chair of Governors)

June 2016