



Anti-Bullying Policy

This policy reflects the school's commitment to equal opportunities.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so that 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.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, 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 focussing on the issue of sexuality.
- Verbal - name-calling, sarcasm, spreading rumours teasing.
- Cyber - All areas of internet, such as e-mail & internet chat, mobile threats by text messaging and calls. Misuse of camera and video facilities.

Aim

The aim of the school is development of a mutually caring relationship between all members of the school community in order to create a secure and safe environment in which staff and pupils can be happy and flourish. 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. The school has a responsibility to respond promptly and effectively to such issues.

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, 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.

The school recognises that all adults within the school community should conduct themselves in such a manner as to set an example which will encourage each pupil to:

- Maintain a standard of behaviour which brings credit on the individual and the school.

- Co-operates with, and show respect for, other members of the schools community.
- The school values the home-school partnership in order to avoid or deal effectively with incidents of bullying.
- There is a clear procedure to follow should bullying occur and everyone knows what it is.
- There is a support system for victims.
- There is a sanction and support system for bullies.
- Non-aggressive and positive behaviour is recognised through reward systems.
- The school's physical environment and general organisation is designed to minimise bullying behaviour.
- The curriculum includes:
 - A P.S.H.E & CT programme for all pupils to discuss bullying.
 - Assemblies, drama productions, focus days and certain teaching programmes provide means for raising awareness on the subject of bullying.

Responsibilities

It is the responsibility of the SLT and Governing body to regularly review the policy and procedures and communicate any changes to all members of the school's community.

Practice

- 1) Pupils are made aware of what the school constitutes as bullying.
- 2) Pupils are encouraged to be proud of themselves and their own abilities, qualities and achievements.
- 3) Pupils are encouraged to be accepting and respectful of others and their differences and qualities.
- 4) Pupils who feel they are being bullied are advised to:
 - Be firm and clear – look the bully in the eye and tell them to stop.
 - Get away from the situation as quickly as possible.
 - Tell an adult what has happened straight away.
 - Don't buy bullies off with money, food or presents.

Procedures for dealing with bullying

- 1) First instance of bullying: Involve the class teacher of both the victim and bully. Class teachers are to offer support and record the incident on CPOMs. The incident will be reported to the Head Teacher and HSLW.
- 2) If bullying is repeated: Behaviour or threats to be further investigated by Headteacher and stopped quickly.
- 3) Parents are to be informed and invited in to discuss the problem with the Headteacher, class teacher and child.
- 4) If bullying persists remove the victim/bully from the bullying situation. Impose close supervision in break and lunch times and introduce 'behaviour programme' to be signed and agreed by child, parents and staff
(In severe circumstances, a possible short-term exclusion may be considered in order to give all parties involved the necessary time to put appropriate support mechanisms into place and seek the advice of external agencies)
- 5) Monitor and review the situation keeping incident records up-to-date and parents informed.

6) An attempt will be made to help both the victim and bully change their behaviour through mentoring support.

Guidelines

Helping pupils who have been bullied:

Signs & Symptoms

- Is frightened to come to school
 - Is frightened to walk to or from school
 - Changes their usual routine
 - 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 property damaged
 - Asks for money or starts stealing
 - Has dinner or other monies lost continually
 - Has unexplained cuts or bruises
 - Comes home starving
 - Becomes aggressive or disruptive
 - Is bullying other children or siblings
 - Stops eating
 - Is frightened to say what's wrong
 - Gives improbable excuses for the above
 - Is afraid to use the internet or mobile phone
 - Is nervous or jumpy when messages are received.
- *These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated*

Treating victims and all incidents seriously:

- In all cases it is important to initially to show pupils who have been bullied that you believe their perception of incidents reported and to assure them that they have done the right thing in coming to you.
- Actively listen by stopping what you are doing, looking at them, nodding and making supportive sounds.
- Do not make comments or ask questions that give the impression that you think they were responsible or to blame. Do not make them think their complaint is trivial.
- Praise them for the courage in seeking help. Displaying empathy, reassurance and tact.

Helping pupils who bully:

- It is important to identify pupils with aggressive behaviour patterns.
- **Nobody is born a bully.** However some children learn from a young age that aggressive behaviour helps them get their own way and for some creating fear in their victims is a rewarding and pleasurable experience. Pupils who behave in this way may have learnt it from older people around them or may have witnessed deliberate acts of aggression. It is important to distinguish between bossiness and bullying. Most young people grow out of bossiness as they learn social skills and self-control.
- Research has shown that people who bully are low on self-esteem. If we use aggression towards bullies it is likely to reinforce their view that when they are bigger and more powerful they will be able to use bullying tactics themselves.
- It makes more sense to diffuse the situation and get the aggressor to feel concern for the recipient.
- The most useful work for bullies is to unlearn how to bully. They need to be taught appropriate social behaviour and to understand feelings, strengths and behaviour of other people.
- Difficult emotional and psychological problems may require the involvement of outside agencies.

Monitoring and review

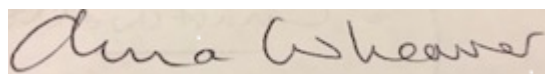
This policy is monitored on a day-to-day basis by the head teacher, who reports to governors on request about the effectiveness of the policy.

The anti-bullying policy is the governors' responsibility, and they review its effectiveness through discussion with the head teacher. The head teacher will analyse information for patterns of people, places or groups, looking for evidence of racist bullying, or bullying directed at children with disabilities or special educational needs. The head teacher keeps governors informed of matters relating to behaviour and progress/ success with anti bullying through the termly Head teacher's reports.

This policy will be reviewed every two years or sooner if required.

Reviewed: Summer 2020

Authorised: Anna Weaver Headteacher

A handwritten signature in cursive script that reads "Anna Weaver". The signature is written in dark ink on a light-colored, slightly textured background.