



*International, Inspiring, Incredible*

<b>Policy title:</b>	<b>Anti-Bullying Policy</b>
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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. We are a “telling” school. This means that anyone who knows that bullying is happening is expected to tell the staff.

## Definition

### What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person physically or emotionally. Bullying results in pain and distress to the victim. Bullying is repeated over time and can be online as well as in person.

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

## Rationale

### Why is it Important to Respond to Bullying?

- 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
- Bullies themselves need help



Schools have a responsibility to respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

- All teaching and non-teaching staff, pupils and parents should understand what bullying is.
- All 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 in this school.

### **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 bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- 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 go "missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- regularly comes home very hungry (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

These signs and behaviours could indicate other problems, such as problems with home life or tensions within the family, but bullying should be considered a possibility and should be investigated.

## **Procedures**

1. Bullying incidents should be reported to a member the school staff by anyone who experiences or witnesses acts of bullying.
2. Immediate steps should be taken to try to stop the process and to reassure the bullied pupil(s) that the incident will be taken seriously.
3. It must be made clear to all involved that bullying is not acceptable behaviour.
4. All views and all evidence should be taken note of.
5. Advice and support should be offered to both parties.
6. The incident, if minor, will be dealt by staff immediately and the outcome monitored to ensure successful intervention.
7. In more serious cases the incident should be documented and reported to the headteacher who will officially record the facts in the incident log and deal with the situation.
8. Where appropriate the headteacher will inform parents of all pupils involved.
9. At the discretion of the headteacher and with support of parents, outside agencies may be consulted to help solve the problem.
10. All parties should be kept informed at all times.

## **Outcomes**

1. The bully (bullies) will be asked to genuinely apologise and be helped to understand why their actions cannot be tolerated.
2. Discussions with both parties will be held in order to get the issues in the open so that reconciliation and reassurance can be achieved.
3. Appropriate sanctions should be explained and agreed with the perpetrator(s).
4. If the incident is considered by the headteacher to be serious then the parents of both parties will be contacted.
5. Formal written warnings as to future conduct could be issued to parents and further sanctions outlined if any reoccurrence should take place.

6. Where written records are warranted these will be placed on the perpetrator's file.
7. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **Prevention**

We will use a variety of strategies for helping children to prevent bullying. As and when appropriate, these may include:

- class discussions to identify the forms that bullying might take
- discussions as to why bullying is wrong
- trying to find reasons why children might become bullies
- class discussions to formulate responses to bullying
- discussion of the problems associated with bullying in Circle Time
- writing stories or poems or drawing pictures about bullying incidents to dissuade would-be bullies
- reading stories about bullying or having them read to a class or in assembly
- using role-play in drama lessons
- having discussions about bullying and why it matters to prevent it
- having a widely-publicised zero tolerance policy towards bullying
- all staff being vigilant at all times for signs of pupils bullying about the school
- E-safety education and realisation that bullying can be on-line and should not be tolerated

## **How do we monitor the success of the policy and procedure?**

Bullying incidents are recorded in the incident log.

Repeated bullying is tracked and the school response to these issues recorded.

School Governance Committee Behaviour and Safety Committee annual monitoring includes scrutiny of the incident log.

Annual parent and pupil questionnaires includes questions about bullying and the school response to these issues.