ANTI-BULLYING POLICY

Statement of Intent

We are committed to providing a caring, friendly, safe and healthy 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 and will not be tolerated. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a 'STAND UP TO BULLYING' school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Definition
What Is Bullying?

- Bullying is the repetitive, intentional hurting of one person by another(s). Bullying can be carried out physically, verbally, emotionally or through cyberspace.
- Bullying behaviour involves an imbalance of power (the person on the receiving end feels like they can't defend themselves).

The key characteristics that turn unkindness into bullying are:

- That it is repeated and goes on over time.
- That it is deliberate and not accidental.
  That it involves the person doing the bullying having some power over the person experiencing the bullying (either because they are bigger, stronger, have more friends or have something the other person wants).

Bullying is not:

- Teasing and banter between friends without intention to cause hurt.
- Falling out between friends after a quarrel or disagreement.
- Behaviour that all parties have consented to and enjoy (always being mindful of peer pressure).
- Individual incidents, even serious ones that are not repeated.

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 be taught how to behave differently.
- Everyone in school has a responsibility to respond promptly and effectively to issues of bullying.

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Aims

- To proactively identify vulnerable groups who may subject to bullying.
- To prevent all forms of bullying, including but not limited to: verbal, physical, cyber, racial and gender stereotyping and homophobia.
- To deal consistently and effectively with any behaviour deemed as bullying.
- To promote an ethos where bullying is regarded as unacceptable.
- To maintain an environment that is safe and secure for our pupils.
- To provide support for all members of our school community who may be involved in a bullying situation.

Objectives of this Policy

- Governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- To have a shared knowledge and understanding of the unacceptability of bullying.
- To have a common approach to dealing with incidents.
- To treat bullying seriously, assuring pupils and parents that they will be supported when bullying is reported.
- To provide pupils and parents with links to additional advice and support where appropriate
- To use the curriculum effectively to eradicate bullying and to promote positive social and inter-personal skills.

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 should investigate if a child:

- Is frightened of walking to or from school
- Is unwilling to go to school (school phobic)
- Becomes withdrawn anxious, or lacking in confidence.
- Starts stammering
- Attempts or threatens self-injury or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to regress academically
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay a bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable

- Is bullying other children or siblings
- Changes eating habits (over or under eating)
- Changes their clothing, actions or demeanour to please others
- 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 any concerns shared with the appropriate member of staff at school, probably the class teacher as they would be best placed to investigate.

Responsibilities

The responsibility to challenge bullying rests with everyone in school. Every person in school is responsible for their own behaviour and for looking after each other.

- The Governors hold responsibility for determining and monitoring this policy with the involvement of pupils, parents and staff.
- The Headteacher holds responsibility for recording, reporting and the effective implementation of this policy. S/he will maintain a central record of cases of bullying using the CPOMS system.
- All school users have the responsibility to act according to the expectations of this policy.
- The school's Anti Bullying Ambassadors will review the policy and the school's approaches to anti-bullying and share their findings with the Headteacher and governors.
- The school's Anti Bullying Ambassadors and School Council also contribute significantly to any review of school rules.

As a 'Stand Up To Bullying' school, all staff, pupils and parents are expected to report incidents of bullying.

Procedures

1. Any child who witnesses or suspects an incident of bullying should report it to their classteacher.
2. Classteachers will investigate the incident.
3. In cases of bullying, classteachers record the incident on CPOMS and inform the headteacher.
4. In all cases of bullying, parents will be informed and asked to attend a meeting to discuss the problem.
5. The bullying behaviour will be addressed immediately and appropriate action taken.
6. If necessary and appropriate, police will be consulted.
7. Attempts will be made to help the bully (bullies) to change their behaviour.
8. As far as reasonably possible, the headteacher maintains an 'open door' for any person reporting any incident of bullying. In some cases concerns may be dealt with by an appropriate member of the Senior Leadership Team.

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Outcomes

1. To support the perpetrator to understand the impact (physical, social, emotional) the bullying actions have on the victim and to accept responsibility for the consequence jointly agreed.
2. In all cases, attempts will be made to reconcile the pupils.
3. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention of Bullying

As part of our anti-bullying awareness raising, we will use proactive methods, including KIDSCAPE resources, for helping children to prevent bullying. As and when appropriate, these may include:

o Awareness-raising class and whole school assemblies/workshops, bullying awareness themed weeks in association with recognised organisations such as Anti-bullying Alliance and Stonewall 'Champions' scheme (evidenced within the school's SMSC Calendar of provision)
o Each class writing their 'Golden Rules' within a Class Charter
o Discussion through SMSC/PSHE and Thrive lessons (either discrete sessions or incorporated into RE or topics as applicable)
o 'Worry' boxes (where children write down their concerns in confidence and these are addressed promptly)
o Nurture groups and targeted interventions adapted from the SEAL small group themes, e.g. anger management and raising self-esteem (run by trained staff members)
o Buddying, Peer Listening, Peer Mediation (as appropriate where training has been given)
o Drama and role play
o Playground Buddies
o Lunchtime play leaders
o Signing a Home/School Agreement in order to clarify roles, responsibilities and behavioural expectations
o Discussing and using the internet and other forms of ICT safety
o Reading stories about bullying or having them read to a class or assembly
o Having discussions about bullying and why it matters.

Monitoring

Monitoring will be part of the school's self-evaluation procedure and will involve a significant contribution by pupils. Records of incidents and lessons learned will be referred to during staff training to enable proactive prevention and to influence teaching and learning moving forwards.

Parents may find the following links useful:

KIDSCAPE Website   www.kidscape.org.uk
KIDSCAPE Parents Helpline (Mon-Fri, 10-4.00 pm)   0845 1205 204
Bullying On-line   www.bullying.co.uk

Designated Safeguarding Contact Persons:

Mr A Hayes   (Headteacher & Designated Safeguarding Lead)
Mr A Mouse   (Chair of Governors with Specific Responsibility for Safeguarding, including Anti-Bullying)

Designated Anti Bullying & PREVENT Lead

Mrs R Ford   (SENCO)

Adhering to the school's SEND and Inclusion Policy is paramount within all curricular and extra-curricular provision.

Please see the appendix attached.

APPENDIX - Types of Bullying

A wide range of behaviours may be reported as bullying, including theft. Defining an act as bullying depends on it being intentional, persistent, involving an imbalance of power and having a negative effect on the victim.

Verbal Bullying
Verbal bullying includes name calling, insults, teasing, intimidation, homophobic or racist remarks, or verbal abuse. Over time, verbal bullying can escalate to levels which start affecting the individual targeted.

Physical bullying
Physical bullying includes hitting, kicking, tripping, pinching and pushing or damaging property. Physical bullying causes both short term and long term damage.

Social bullying
Social bullying, sometimes referred to as covert bullying, is often harder to recognise and can be carried out behind the bullied person's back. It is designed to harm someone's social reputation and/or cause humiliation and can include:
- Lying and spreading rumours
- Negative facial or physical gestures, menacing or contemptuous looks
- Playing nasty jokes to embarrass and humiliate
- Mimicking unkindly
- Encouraging others to socially exclude someone
- Damaging someone's social reputation or social acceptance.

Homophobic bullying
This is directed towards young people who or are perceived to be gay, bisexual, or trans gender. When heterosexual young people are subject to homophobic bullying they can be less reluctant to report it, as this may reinforce the stereotypical way that they are already viewed by others. The bullying is often verbal, but can also be physical, and in serious cases constitutes assault, leading to investigation by the police. Harassment of a homophobic nature tends to be carried out by groups of people, and occurs often, even daily. Sexual name calling may begin in primary school, although homophobic bullying is more commonly cited in secondary aged students.

Cyber bullying
Cyberbullying includes:
- Sending threatening or abusive text messages
- Creating and sharing embarrassing images or videos
- 'Trolling' - the sending of menacing or upsetting messages on social networks, chat rooms or online games
- Excluding children from online games, activities or friendship groups
- Setting up hate sites or groups about a particular child
- Encouraging young people to self-harm
- Voting for or against someone in an abusive poll

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- Creating fake accounts, hijacking or stealing online identities to embarrass a young person or cause trouble using their name
- Sending explicit messages, also known as sexting
- Pressuring children into sending sexual images or engaging in sexual conversations

Racist or Prejudicial Bullying

Racism is when someone is treated differently or unfairly just because of their race or culture. People can also experience prejudice, when a decision is made or opinion formed without knowledge, thought or reason, because of their religion or nationality.

Racist or prejudicial bullying may take different forms. These can include:
- Written or verbal threats or insults
- Damage to property, including graffiti
- Personal attacks of any kind, including violence
- Being treated differently or being excluded because of your race or culture
- Having people make assumptions about you because of your race or culture
- People making racist jokes.