

## SCHOOL ANTI-BULLYING POLICY

2019- 2020

### 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)

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.

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), if appropriate
- 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/carers:**

Parents/carers have an important role to play in our anti-bullying policy. We ask parents/carers 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/carers confronting other parents/carers in the playground is not acceptable and could be viewed as adult bullying. Where there are 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.

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 \_\_\_\_\_ Headteacher    Date \_\_\_\_\_

\_\_\_\_\_ (Chair of Governors) Date \_\_\_\_\_

Next review date: September 2020