



Anti-Bullying Policy

Agreed September 2021

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What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgments about each specific case.

Aims and Objectives

We believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote good behaviour and make clear that bullying is a form of anti-social behaviour. It is wrong, damages individual children and will not be tolerated. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim to produce a safe and secure environment where all can learn without anxiety and where a consistent school response to any bullying is dealt with promptly and fairly. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

The role of Governors

The Governing Body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the Governors on a termly basis about any incidents of bullying in school.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. He/she ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying and sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the School Staff

All staff in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of any incidents that happen in their class and that they are aware of in the school. If staff witness an act of bullying, they will support the child who is being bullied. If a child is being bullied, parents will be informed.

We keep an anti-bullying logbook in school where we record all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school. If any member of staff witnesses an act of bullying, they should record the event in the logbook.

If they become aware of any bullying taking place between members of a class, the class teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We may invite parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as social services.

All staff routinely attends training, which enables them to become equipped to deal with incidents of bullying and behaviour management. They attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

What is Bullying?

Bullying can be described as repeated intimidating or aggressive behaviour done to cause discomfort or distress to another. Bullying can occur through several types of anti-social behaviour. It can be:

- a) Physical:
A child can be physically punched, kicked, hit, spat at, etc.
- b) Verbal:
This can take the form of name calling, mocking, teasing and being abusive towards someone.
- c) Exclusion:
A child can be bullied simply by being excluded from discussions/activities or spreading rumours about them.
- d) Internet or Phone Bullying (called Cyber Bullying)
A child can be bullied simply by being sent a text message or a Facebook message that is inappropriate or hurtful.
- e) Damage to Property or Theft:
Children may have their property damaged or stolen. Physical threats may be used by the bully in order that the child hands over property to them.

What to do if YOU are being bullied?

- a) Tell the bully 'STOP IT! I DON'T LIKE IT.' - If you don't you are encouraging bullying.
- b) Tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully. Don't smile or laugh – it will encourage the bullies to carry on.
- d) Don't over-react or hit them back.
- e) Get away as soon as possible – join another pupil or group if you can.

What to do if you know **SOMEONE** is being bullied?

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. School staff will deal with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully. Don't smile or laugh – it will encourage the bully to carry on.
- d) Tell the bully 'STOP IT! THEY DON'T LIKE IT.' - If you don't say anything, you are encouraging bullying.
- e) Don't over-react or hit the bully.
- f) Encourage your friend who is being bullied to come and join in your game or activity.

But remember...

- a) TELL someone what has happened – don't keep it a secret.
- b) TELL your family – they can help you.
- c) TELL your teacher – ask a friend to go with you if you are scared.
- d) Keep on speaking up until someone listens.
- e) Don't blame yourself – if you ask for help the bullying is more likely to stop.

Solution-Focused approach

“There's nothing wrong that you can't fix.”

The main principles of the approach are to support people in making a shift from being **'problem-focused'** to being **'solution-focused'**.

This is achieved by holding a core set of beliefs when working with others:

- We don't need to fully understand the problem before we can find a solution
- Everyone has the strengths and resources to help themselves
- There will already be something that is working
- Change can happen in very small steps
- No matter how bad the problems is, it doesn't happen all the time
- We can't change the past so we should focus on the future
- Having a clear idea where you want to be makes it more likely that you will get there

The solution focused approach can be used in a wide variety of ways in schools to help pupils (or staff for that matter) make changes for the better.

The role of parents/carers

Parents/carers have an important part to play in our anti-bullying policy. We ask them to:

- a) Take responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- b) Look out for unusual behaviour in their child – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- c) Contact the class teacher or Headteacher as soon as possible.
- d) Advise their child **not to fight back**. This is not a solution and it can make matters worse!
- e) Reinforce the school's policy concerning bullying and make sure their child is not afraid to ask for help.
- f) Talk calmly with their child about his/her experience.
- g) Make a note of what he/she says.
- h) Reassure their child that he/she has done the right thing.
- i) Explain that further incidents should be reported to a teacher as soon as possible.

Parents/carers are asked not to approach a child or the parent of that child on the playground or involve a sibling to deal with the bully if a child has bullied their child in school.

What parents should do if their child is bullying others in school:

- a) Talk with their child and explain that his/her behaviour is unacceptable.
- b) Work in partnership with the school to resolve the matter.
- c) Support the action of the school in dealing with the incident

This policy has been written following the guidance of Department for Education on ensuring good behaviour in Schools 2012 with reference to (Education and Inspections Act 2006 Section 89). It also acknowledges the school's legal duties under the Equality Act 2010, in respect of safeguarding and in respect of pupils with special educational needs (SEN).