



ANTI BULLYING POLICY

Introduction

The aim of our 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 schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The five main types of bullying are:

- Physical - pushing, hitting, kicking, theft, violent theft
- Verbal - name-calling, persistent teasing, spreading rumours
- Emotional - excluding (sending to Coventry), humiliating, tormenting, threat
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or abusive comments

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 concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

The school teaching and ancillary staff must also be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

It is important for pupils to know that all adults within school will take their feelings and opinions seriously. If a pupil reports a bullying incident it will be dealt with and the pupil will be kept informed of progress and action. A pupil may report bullying to a member of staff. The class teacher should be informed as soon as possible and continue to be informed.

Our aim is create a climate where children can talk about their feelings and feel able to tell someone if they are being bullied or if they are aware that another child is being bullied. This openness can be fostered in Circle time and Class discussions. Awareness of bullying needs to be well communicated throughout the school community to ensure consistency in practice.

Statutory Duty of Schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring those procedures to the attention of the staff, parents and pupils.

Implementation

Schools

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with at the earliest opportunity by the member of staff who has been approached
- A clear account of the incident will be recorded in the incident log and shared with the class teacher and the head teacher
- After a second reported incident of bullying, the head teacher will interview all concerned and will also make a record of the incident in a separate bullying log
- Parents will be kept informed at all times
- Pupils will be disciplined using the same card system as is used for Behaviour and Discipline The Behaviour Log will be over-marked with the word 'bullying' in order to track incidents

Pupils

Our viewpoint is that the bully needs help as well as the victim. Bullying behaviour can be exacerbated by poor self-esteem, reinforced stereotypes, low expectations and negative labelling. We recognise that bullying is to a large extent influenced by the situation or setting in which it occurs and what happens after a bullying incident occurs goes a long way towards determining whether the bullying happens again.

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Ensuring all adults in school are sympathetic to their situation and will monitor the victim carefully at all times

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved in the incident
- Establishing the wrong doing and need to change
- Informing the parents or guardians to help change the attitude of the pupil
- Monitoring their behaviour and recognising improvements in a positive way

The following disciplinary steps will be taken

- Card system
- Exclusion from certain areas of school premises
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, Circle Time, worship and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, Evaluation and Review

The school will review this policy annually at the same time as the Behaviour and Discipline Policy and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school by all staff.

This policy was developed by all staff and has been approved by Governors.

Useful websites for more information

www.dfes.gov.uk/ibis/department_policy/bullying.cfm

www.dfes.gov.uk/bullying

www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying

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