



Anti-bullying policy

<u>Status of Policy</u>	<u>Date</u>
Policy Reviewed	September 2019
Agreed by Staff	November 2019
Agreed by Governors	November 2019
Next Review	September 2020

Headteacher Signature:

Date:

Chair of Governors Signature:

Date:

Aims

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to.

Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

Objectives of this Policy

- 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

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

What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can come in the form of physical or emotional bullying.

The main types of bullying are:

- physical (pushing, biting hitting, kicking or any form of violence)
- emotional (being unfriendly, tormenting or excluding)
- Verbal or indirect (name calling, racist remarks, spreading rumours, excluding someone teasing)
- Racial (taunts, graffiti, gestures)
- Sexual (unwanted physical contact or sexually abusive comments)
- Homophobic because of, or focussing on the issue of sexuality
- cyber (repeatedly sending nasty messages about someone using the Internet, interactive technologies or mobile phones)

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including Young carers and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc

Pupils must be encouraged to report bullying. All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Signs and Symptoms for Parents and Staff

Pupils who are being bullied may show changes in behaviour, such as:

- becoming shy and nervous;
- feigning illness;
- taking unusual absences;
- clinging to adults.;
- is frightened to say what's wrong;
- change in attitude to people at home.

There may be evidence of:

- changes in work patterns;
- lacking concentration
- truanting from school.

Outcomes

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.

Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having.

Role of the Head teacher

Head teachers have a duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the child's class teacher.
- If bullying persists, the class teacher will pass the matter on to the key phase leader who will speak to the child/children in question.
- If the bullying progresses further still, then the matter will be dealt with by the Head teacher or Assistant Head teachers.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.
- Parents will be kept informed throughout.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending

- detention (lunchtime and/or break times), consequences in line with school behaviour policy
- exclusion from certain areas of school premises
- exclusion from non-statutory activities
- 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, anti-bullying week, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Advice to Parents

As the parent of a child whom you suspect is being bullied-

1. Report bullying incidents to the class teacher or Anti-Bullying Co-ordinator (Mrs Dobinson).
2. If bullying happens online, take screenshots of the messages as evidence and do not respond to the bully.
3. In cases of serious bullying, the incidents will be recorded by staff and the Head teacher notified.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
5. If necessary and appropriate, police will be consulted.
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
7. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Please do not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve. If, after this matter has been dealt with by staff, you are still not satisfied, please see our complaints policy on the school website.

Monitoring, evaluation and review

East Herrington Primary Academy staff will review this policy annually and assess its implementation and effectiveness.

Pupils, staff and governors will be involved in the review process.

The policy will be promoted and implemented throughout the school.