

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. 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 *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to let someone know so that the bullying will stop.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
 - Physical pushing, kicking, hitting, punching or any use of violence
 - Racist racial taunts, graffiti, gestures
 - Sexual unwanted physical contact or sexually abusive comments
 - Homophobic because of, or focussing on the issue of sexuality
 - Verbal name-calling, sarcasm, spreading rumours, teasing
 - Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities
- This includes “Child on Child” abuse for each of the category above

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 learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

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.
- 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.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- 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 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
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- 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 should be investigated.

Procedures

1. Report bullying incidents to staff
2. In cases of bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. Support will be provided for the child/children being bullied.
7. Support will be provided to help the bully (bullies) change their behaviour

Outcomes

1. Take the problem SERIOUSLY.
2. INVESTIGATE all incidents: interview bullies and victims separately. Interview any witnesses
3. Decide on appropriate ACTION re: bully.
 - A. One-off "minor" incidents may only require a reprimand and an apology.
 - B. More serious or persistent bullying will require more serious action, e.g.
 - A record is put on CPOMS on the bullying register.
 - Being placed on report and missing Golden Time
 - Parents informed and asked to discuss the bullying with the school
 - Child placed in Inclusion during Break times
 - Child placed in Inclusion throughout the school day
 - Fixed term Exclusion

The sanctions will depend on the severity of the bullying and if it is a repeated incident of bullying we would always provide support to help to encourage the bully to change behaviour and MONITOR behaviour.
4. Provide support for the victim, if appropriate, encourage SCHOOL WATCH i.e. Play Pals for vigilance and support, Learning Mentor or Nurture group sessions
5. Meet victim's family to REVIEW and report on progress.

Procedures to prevent bullying

Regular circle time in classes

Assemblies

Anti bullying lessons

PSHE

Participating in Anti bullying week

Being a TELLING school

Nurture groups

Learning Mentor sessions

Pupil council Involvement

Young Senior Leaders Involvement

Monitoring and Evaluation

We should monitor the situation with regard to bullying regularly -

- to enable us to follow up and record progress.
- to identify whether or not our ANTI-BULLYING policy is working.
- Individual incidents may seem, on the surface, to be isolated occurrences but may be part of a larger problem - a pattern of bullying.
- Keeping record - who was involved, where, when, what happened, what action was taken etc - will help us to monitor the situation.
- All Staff - teaching and non-teaching - should be involved in this, as well as the pupils concerned.
- Such records will show whether bullying is becoming more or less frequent, or changing in nature.

PERFORMANCE INDICATORS - EVIDENCE OF SUCCESS

1. Staff more vigilant and responsive to bullying.
2. Children willing to report if they are bullied.
3. Incidence of bullying diminishing.
4. More children involved in prevention and support of others being bullied.

