



ANTI-BULLYING POLICY

1. Definitions:

'Bullying is deliberately hurtful behaviour, which is often repeated over a period of time, and where it is difficult for the victim to defend him / herself.'

What is bullying?

Bullying is when people deliberately hurt, harass, or intimidate someone else. These are some of the ways to describe bullying:-

- Being called names
- Being teased
- Being punched, pushed or attacked
- Being forced to hand over money, mobiles or other possessions
- Getting abusive or threatening text messages or emails
- Having rumours spread about them
- Being ignored or left out
- Being attacked because of their religion, gender, sexuality, disability, appearance, ethnicity or race.

Bullying includes verbal abuse, physical violence, taking money or belongings, threats and isolating individuals from group activities. Bullying can also be initiated by electronic means - sending offensive or abusive text or email messages, sending offensive or degrading images by phone or via the internet, social media or other platforms.

2. Aims and Objectives:

- 2.1 Every pupil has the right to live in an atmosphere free from intimidation, both in learning and recreation.
- 2.2 The School should seek to provide a safe, caring, protective environment for all children.
- 2.3. The response to bullying must be:-
 - Control - taking action to deal with incidents
 - Prevention - creating conditions in which bullying is less likely to happen.
- 2.4 All pupils' parents and staff should have access to the policy.
- 2.5 The policy is open to evaluation by staff, governors, parents and pupils on a regular basis.

3. Identification:

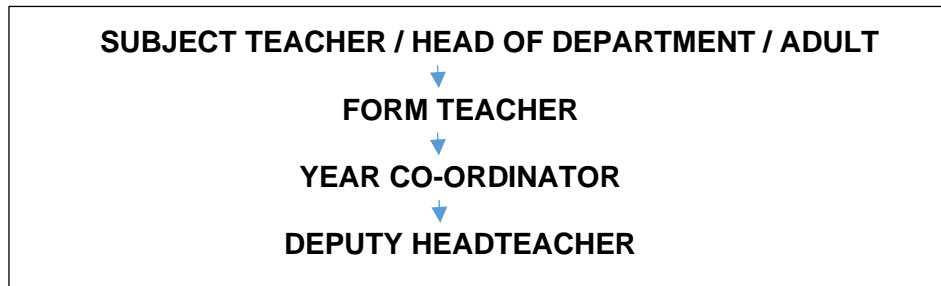
- 3.1 Staff should be aware of the many signs which may indicate that a child is being bullied.
(See Appendix 1)
- 3.2 Staff must be vigilant to recognise any change in a child's behaviour, especially in Well established patterns of behaviour, again an indication that bullying may be taking place.

4. **Procedures:**

A. **Reporting**

- Pupils should be encouraged to report bullying to any trusted adult or peer.
- Pupils must be taken seriously at all times.
- Information should be regarded as confidential, as far as possible.

The line of communication for a bullying incident is:



B. **Recording**

Incidents of bullying should be recorded on the portal by the member of staff responsible.

C. **Action**

1. In any incident there is no single solution. It is for staff and parents to consider the facts and determine the best response, within the framework of the Mission Statement.
2. The situation must be investigated and the outcome communicated to those involved.
3. Parents of bullies and victims have a right to be informed at any point during or after an investigation.
4. Sanctions may be used from a reprimand to exclusion (although this should only be used as a last resort).
5. Bullies should not be bullied.
6. Victims should be provided with a 'safe refuge' pending investigation.
7. Bullies and victims may be counselled together if appropriate.
8. All involved must see something being done.
9. The link Police Officer will become involved where appropriate. This may involve dealing with criminal activity, initiating a programme of restorative justice or creating good behaviour agreements.
10. Where it is felt appropriate, the services of the Behaviour Support Team will be utilised. The Service will be used to resolve issues which require/necessitate intervention from an outside agency.
12. The School Chaplain may be involved in counselling.
13. Staff must endeavour to model non - bullying behaviour. (See Appendix 2)



4. **Responsibilities:**

- 4.1 All adults are equally responsible for the implementation of this policy and for taking action on bullying.
- 4.2 In order to reduce the opportunity for bullying, all staff must be extra vigilant in their supervisory duties, and must visit places where bullying is most likely to occur on a regular basis.
- 4.3 Prefects and all pupils must report incidents of bullying and need to see this as responsible behaviour rather than 'telling tales'. The School and Year Council is a useful vehicle for discussing bullying and developing strategies to combat it.
- 4.4 The form tutor is crucial in developing links with the home and encouraging parents to contact the school with any suspected incident of bullying.
- 4.5 There must be frequent opportunity for pupils to discuss bullying in a variety of curriculum areas (See Departmental Schemes / PDC Schemes of Work.)
- 4.6 Bullying must form an important part of assemblies and of the PSHE Programme.

5. **Monitoring:**

The effectiveness of the Bullying Policy should be monitored in a number of ways:-

- Through regular discussion in Pastoral Management meetings (HOY / DHT)
- Through an analysis of the pupil conduct log (HOY)
- Through pupil questionnaires (HOY / SMT)
- Through discussion at Year and School Council meetings (DHT)

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Signed by:	 Headteacher
Signed by:	 Chair
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SIGNS WHICH MAY INDICATE THAT A PUPIL IS BEING BULLIED:

- Items of clothing, property, school work that are damaged or lost more often than you would consider to be normal
- Frequent injuries (eg bruises, cuts)
- Pupil who is or becomes withdrawn and is reluctant to say why
- Pupil who appears to be continually tired (having not slept from crying / worrying)
- Educational attainment that is slowly or suddenly deteriorating
- A reluctance to attend school / truancy
- Regular complaints of feeling unwell
- Going to or from school by a different route
- Complaints of hunger (possibly indicating that dinner money is being taken)
- Money / possessions going missing
- Depression - a reluctance to eat / play normally.
- Moodiness / irritability
- Threats of self harm / suicide

Taken individually, the above may not be due to bullying, but a combination may arouse suspicion.

If a child is showing signs of any of the above, it can be an indication that the pupil is not happy and therefore the cause should be investigated.

WHAT TO DO IF A PUPIL TELLS YOU THEY ARE BEING BULLIED

DO:

- Listen, allowing them to tell the story in their own words.
- Do not dismiss the experience as part of growing up
- Take the incident seriously
- Take action as soon as possible, deciding whether this needs to be in private or public and listening to the 'bully's' version of events
- Do not react emotionally, remain calm and reassure the pupil that they are not being weak or foolish
- Offer concrete advice, help and support
- Make it plain to the bully that you disapprove
- Encourage the bully to see the victim's point of view
- Punish the bully if necessary using an appropriate sanction
- Inform people as necessary as identified in the Bullying Policy

DON'T:

- Be over protective and/ allowing the victim to help him/herself
- Assume that the bully is thoroughly bad
- Keep the whole incident secret because you have dealt with it
- Try to hide the incident from the parents of the victim or the bully.

ADVICE FOR PUPILS

If you are being bullied:

“A girl at school was constantly calling me names. I didn’t know what to do, so I called ChildLine. They encouraged me to find an adult I could trust and to tell her how I felt. Talking about it made me feel a lot better, and the teacher I talked to sorted the other girl out.” Charlotte, 16.

- You shouldn’t feel ashamed about being bullied. It’s not your fault – but it is important that you get help. No one deserves to be bullied.
- Is there someone who you would feel comfortable talking to about what’s going on? Maybe a friend, someone at your school, someone you live with or just someone you trust.
- When you’ve decided who to talk to, tell them what’s happening and how it’s making you feel. They might be able to tell you what you can do about it, or can help you decide what you want to do next.
- If you’re being bullied at school, ask someone (such as a teacher) to tell you about the school’s guidelines on bullying. Most schools have a written policy on bullying, and this may give you an idea of what you can do and what your school should do.
- If you can’t think of someone to talk to, you could call ChildLine on 0800 1111 to speak to an adult who is there to listen and help you think about what you can do.
- If you talk to someone about what’s happening and it doesn’t help, don’t give up. Sometimes you may need to talk to more than one person. You have the right to be helped, and don’t have to put up with being bullied. Always remember that it is not your fault.
- Trying to remember things accurately can sometimes be difficult, so keep a record of what happens to you. Writing it down is often a good way of being sure about what, when and where things happened.
- It’s important to feel safe. Are there ways for you to keep yourself out of harm’s way? For instance, you could walk home with your friends rather than on your own, or ask someone to stay with you if you feel threatened.

If you witness bullying:

“I saw a small boy being bullied by a gang in the park. They swore at him and kicked him. I was too scared to do anything in case they turned on me.” Josh, 13

- Don't ignore what happens.
- Let the person who's being bullied know you've seen what's going on and are concerned.
- Encourage them to tell someone.
- If it is in school and you are worried about it, you may need to report the incident. Try to find out who to report bullying to. If you are worried about putting yourself at risk, can you tell someone in confidence? Write them a note about what you saw.
- Teachers are often the last to know that bullying is going on. If they going to be able to do something about it, they need to know it's happening.
- Are you aware of your school's anti-bullying policy? Can you think of ways to make it more effective? You may be able to talk to your school council or members of staff.
- If you are concerned about someone being bullied or want some more information you can call ChildLine on 0800 1111.

If you are bullying someone:

“It got to be a habit. The awful thing was that I felt good seeing him cry. The others laughed and that made me feel even better. But then the teacher said that he was in hospital because he had tried to hurt himself to get away from the bullying. It was only a bit of fun – I didn't mean him to take it seriously.” Jay, 15

- You do have a choice – just because you've bullied others in the past doesn't mean you have to keep doing it.
- People who are bullied can feel upset and scared. You can put a stop to that by changing your behaviour.
- You can get into a lot of trouble if you keep bullying others – you might get suspended or excluded from school or, in extreme cases, the police might get involved.
- Sometimes things happen to you that make you more likely to bully others – being bullied yourself, for instance, or having problems at home. It is important to get help for yourself rather than taking your frustrations out on others.