

## Anti-Bullying Policy

### Introduction

Everyone is affected by acts of bullying. It is clear that certain jokes, insults, intimidating or threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. Only when all issues of bullying are addressed, will a child benefit from the opportunities available at the school.

### **Anti-Bullying Statement**

1. It is a basic entitlement of all children and young people that they receive their education free from humiliation, oppression and abuse.
2. We aim to prevent bullying by fostering a safe and secure environment and by raising the awareness of parents, pupils, staff and governors
3. We want to ensure that all members of the school community feel valued and have the confidence to contribute to the ethos of the school
4. This policy defines what is classed as bullying and what kind of behavior will be unacceptable in this regards
5. We will follow up any cases which should occur, both to ensure that the victim is supported and that the reoccurrence of behaviour is prevented.
6. We undertake to work with the victims and the bullies and to keep parents informed of our actions so that they can reinforce and support us
7. Students will be given the opportunity to talk to an adult in confidence, and we undertake to handle these matters discreetly and sensitively.
8. We will involve all staff, teaching and non-teaching, in our anti-bullying programme.

### What is Bullying?

#### **Definition:**

Bullying behaviour is defined as

“The willful, conscious desire to hurt or threaten or frighten someone else by a pupil who has some sort of power over the victim. This power might be due to a greater physical strength or a greater number.” (Action against Bullying pack 1991)

“A pupil is being bullied or picked on when another pupil or group of pupils says nasty things to him or her. It is also bullying when a pupil is hit, kicked, threatened, sent nasty notes, when no-one talks to them and things like that.”

#### **Bullying has three things in common:**

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves.

#### **Examples of bullying:**

Bullying can occur through several types of anti-social behaviour. It can be:

- *Physical:* A child can be physically attacked, punched, kicked, hit, spat at, etc.

- *Verbal:* Verbal abuse can take the form of name calling, teasing, gossiping/rumours, backbiting and swearing. It may be directed towards gender, ethnic origin, physical disability, sexual orientation, personality or religion.
- *Emotional:* A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends. Use of technology to hurt someone's feelings such as the use of text messages and cyber bullying can be particularly distressing
- *Damage to property or theft:* Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil handover property to them.

### Actions

#### **If you are being bullied:**

Remember that your silence is the bully's greatest weapon!

- Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout "No!" walk confidently away. Go straight to a teacher or member of staff.
- Tell someone of your concerns before they escalate.
- Generally it is best to tell an adult you trust straight away. You will get immediate support. Fighting back might make things worse.

#### **If you know someone is being bullied:**

- 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. Make someone aware.
- If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

#### **As a Parent:**

- Look for unusual behaviour in your children, for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent, etc.
- If you feel your child may be a victim of bullying behaviour, inform the school IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- Make sure your child is fully aware of the School Policy concerning bullying, and that they should not be afraid to ask for help.

#### **As a School:**

- Organise the community in order to minimise opportunities for bullying, e.g. provide increased supervision at problem times, such as before and after the school day, morning break and lunchtimes.

- Use any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme and assemblies.
- Deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- Review the School Policy and its degree of success.
- The school staff will continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- Not use teaching materials or equipment which gives a bad or negative view of any group because of their ethnic origin, sex, etc.
- Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- Encourage pupils to treat everyone with respect.
- We will treat bullying as a serious offence and take every possible action to eradicate it from our school.

### **Action to be taken when bullying is suspected**

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

1. Help, support and counselling will be given as is appropriate to both the victims and the bullies:
  - By offering them an immediate opportunity to talk about the experience with their class teacher, or another adult if they choose.
  - Informing the victims' parents/guardians/carers.
  - By offering continuing support when they feel they need it.
  - If necessary, arrange for them to be escorted to and from the school premises.
2. Disciplinary steps:
  - They will be warned officially to stop offending. (This could be done by Form Tutor, Duty Teacher, Behaviour Coordinator or Headteacher)
  - Informing the bullies' parents/guardians/carers. (by Form Tutor, Duty Teacher, Behaviour Coordinator or Headteacher).
  - They may be excluded from the school premises at break and/or lunch times or put into isolation.
  - We may arrange for them to be escorted to and from the school premises.
  - If they do not stop bullying they will be excluded for a fixed period (one or two days).
  - If they then carry on they will be recommended for exclusion for a further fixed period (up to five days) or an indefinite period.
  - If they will not end such behaviour, they will be at risk of permanent exclusion.
3. But: try to help the bullies in the following ways:
  - By talking about what happened, to discover why they became involved.
  - Informing bullies' parents/guardians/carers.
  - By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
  - By taking one or more of the seven disciplinary steps described below to prevent more bullying.

**Monitoring and Evaluation**

The Governing Body, the Senior Management Team and all staff will review the Ant-bullying policy annually to take account of any changes. Any changes and developments in Ant-bullying policy will be regularly communicated to pupils, staff, governors, parents and visitors by monitoring progress on Ant-bullying policy and communicating it to governors, parents and students through meetings and the school newsletter