

ANTI – BULLYING POLICY

Statement of Intent

The aims and objectives of this Anti-Bullying Policy are:

- To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form.
- To establish appropriate means of providing after-care should an incident of bullying occur.
- To ensure that all parents, pupils and staff are aware of this Anti-Bullying Policy and fulfil their obligations to it.
- To meet any legal obligations which rest with the school.

Definition

Bullying behaviour can include repeated instances of:

- name-calling and nasty teasing.
- threats and extortion
- physical violence
- deliberate damage to belongings
- leaving pupils out of social activities deliberately and frequently
- spreading malicious rumours or gossip, by word of mouth, text or e-mail

There are many definitions to bullying, but most consider it to be:

- deliberately hurtful (including aggression)
- repeated often over a period of time
- difficult for victims to defend themselves against.

Setting Standards

The values and beliefs underlying this Anti-Bullying Policy may be considered in the context of the following:

- Any bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks.
- Victims of bullying will be treated in a supportive manner.
- The harmful effect on pupil performance, which can arise by bullying, is recognised and the school is committed to combating all bullying behaviour.

Persons covered by this Policy

All pupils, whether permanently or temporarily on the school roll, will be covered by this Anti-Bullying Policy.

Action to Combat Bullying

Among the activities, which the school will establish and maintain in an effort to combat bullying behaviour are:

- Developing appropriate responses to bullying incidents.
- Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored and appropriate after-care delivered.
- The establishment of appropriate record keeping through which all incidents are collated and periodically reviewed and reported to the Governing Body.
- Communication of the Anti-Bullying Policy and periodic update, in order to ensure that parents, staff and pupils are continuously aware of the Policy and also of their individual responsibilities.
- Examination of preventative measures such as alteration to the school environment, procedures and practices, in an effort to reduce the risks of bullying behaviour occurring.
- Staff training to ensure that all responsibilities in respect of this Anti-Bullying Policy can be delivered in a competent, caring and efficient manner.

Individual Responsibilities

It is important that pupils recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively introduced and enforced. In this regard, pupils are expected to:

- Refrain at all times from any behaviour which would constitute bullying of fellow pupils
- Act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents that the victim may be afraid to report.
- Report all incidents of bullying using the procedures in place.

Parents too can play a vital role by:

- Stressing to pupils the importance of sociable behaviour.
- Reporting any concerns they have regarding victims or perpetrators of bullying.
- Actively endorsing and supporting the Anti-Bullying Policy.
- Being conscious of cyber-bullying which can occur in the home.

Evaluation Procedures

In order to assess the effectiveness of this Anti-Bullying Policy, the following standards will be used as a means of measuring performance.

- Variations in number of reported incidents over a given period.
- Individual incident returns, including nil returns within given periods for different age groups.
- Variations in the number of pupil days lost which are suspected to arise as a consequence of bullying.
- Any marked improvement in academic performance which may be confidently regarded to have arisen due to the eradication of bullying behaviour.

Policy Ownership and Responsibilities

This Anti-Bullying Policy will be considered to be a living document. As such, it will be periodically updated and reviewed.

Ultimate responsibility for its introduction and implementation will rest with the School Governors/Headteacher. However, it is important to remember that all staff, pupils and parents have an active part to play both in the evolution, development and maintenance of this Anti-Bullying Policy.

The ultimate aim should be to provide a learning environment free of any threat or fear, thus being conducive to the attainment of individual aspirations.

Appendix 1 Information for Pupils

If you are being bullied

- Try to stay calm and look as confident as you can
- Be firm and clear – and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away

After you have been bullied

- Tell a teacher or another adult in your school
- Tell your family
- If you are scared to tell an adult by yourself, ask a friend to come with you
- Keep speaking up until someone listens and does something to stop the bullying
- Don't blame yourself for what has happened

When you are talking to an adult about bullying, be clear about

- What has happened to you, what you did
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

If you see another pupil being bullied

- Stand with them, firmly ask the bully to stop but do not add any comments of your own
- Ask the victim to walk away with you – walk around and past the bully

If you are pressured into bullying by others

- Tell someone as soon as possible, never be frightened to ask for help you

Appendix 2 Information for Parents and Families

Every school is likely to have some problem with bullying at one time or another. Your child's school must have an anti-bullying policy and use it to prevent bullying.

Parents and families have an important part to play in helping schools deal with bullying.

First, discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression.

Second, watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect symptoms of bullying, though sometimes school nurses or doctors may first suspect that a child is being bullied. Common symptoms include headaches, stomach aches, anxiety and irritability. It can be helpful to ask questions about progress and friends at school; how break times and lunchtimes are spent; and whether your child is facing problems or difficulties at school. Contact the school if you are worried.

If your child has been bullied:

- Calmly talk to your child about it
- Make a note of what your child says – particularly who was involved; how often the bullying has occurred; where it happened and what happened
- Reassure your child that telling you was the right thing to do
- Explain that any further incidents should be reported to a teacher immediately
- Make an appointment to see your child's teacher and explain the problems

Talking to teachers about bullying

- **Try and stay calm** – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child says has happened – give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask them if there is anything you can do to help your child or the school
- Stay in touch with the school – let them know if the situation improves as well as if problems continue

If you think your concerns are not being addressed

- Check the school anti-bullying policy to see if agreed procedures are being followed.

If your child is bullying other children

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware. Children sometimes bully others because:

- They don't know it is wrong
- They are copying older brothers or sisters or other people in the family they admire
- They haven't learnt other, better, ways of mixing with their school friends
- Their friends encourage them to bully
- They are going through a difficult time and are acting out aggressive feelings

To stop your child bullying others

- Talk to your child, explaining that bullying is unacceptable and makes others unhappy
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- Show your child how to join in with other children without bullying
- Make an appointment to see your child's teacher; explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop them bullying others
- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when they are co-operative or kind to other people