

West Haddon Endowed C of E School

Policy Document

ANTI-BULLYING POLICY

Statement of Intent

As a school we take bullying seriously and 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 and it will not be tolerated at our school. If bullying does occur, all pupils should be able to feel confident to tell someone 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 tell the staff. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this. Our School policy is based on the model policy supported by Kidscape a national organisation which specialises in the prevention of child bullying.

What Is Bullying?

Bullying is behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. In other words, 'lots of times, on purpose'

Bullying can be short term or continuous over long periods of time.

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, trolling (internet harassment)
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Bullying may be related to:

- Race
- Religion
- Culture
- SEN, disability or Looked After Children

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Page 1 of 6		Next review due:	July 2016

- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying

Bullying can take place in all sorts of situations such as the classroom, playground, toilets, on the journey to and from school, on trips, between families and cyberspace.

Bullies and Victims

Bullying takes place where there is an imbalance of power of bully over victim.

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.

Research shows that children whose parents are over-protective, may fall into the category of bully or victim in almost equal numbers. This makes these children more vulnerable to being bullied or becoming bullies, but this group is not exclusive.

Staff must remain vigilant about bullying 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; they may be too young or have Special Educational Needs. Staff should be able to identify children who may be vulnerable and who could fall victim to bullying as well as those who may demonstrate bullying behaviour. Provocative Victim – research shows that some children are provocative victims - this means that they actively seek responses from others, often using their own behaviours to insight a reaction from others to either bring attention to themselves or to get others into trouble.

Why is it Important to Respond to Bullying?

At West Haddon School we 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
- 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
- attempts or threatens suicide / self-harm or runs away
- 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 afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is receive

This list is not exhausted.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Prevention

At West Haddon Primary School we use a variety of methods for helping children to prevent bullying through class assemblies, Circle Time, PSHE and Citizenship lessons, E-Safety lessons, promotion of Anti-Bullying Week. Children are also consulted through in-school pupil questionnaires.

The ethos and working philosophy of West Haddon Primary School means that all staff actively encourages children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will reinforce expectations of behaviour as a regular discussion. Christian Values are promoted throughout the everyday work of the school.

Staff follow the equality policy; welcoming every child to our school. Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.

Staff must be vigilant regarding groups of friends together. Groups/gangs bring about the imbalance of power and must be broken up from around the central bully.

Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings.

Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying.

Children are involved in the prevention of bullying as and when appropriate (e.g. as activities during Anti-Bullying Week), these may include:

- writing a set of school or class rules
- signing a behaviour contract if needed
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays about what to do through scenarios of bullying
- having discussions about bullying and why it matters that bullies are dealt with quickly

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Talk to the Pastoral Support Officer
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your Circle Time
- Ring Childline and follow the advice given – Childline promotional materials are displayed across the school.

Outcomes

A single incident involving an individual or group will be recorded in the behavioural book which is kept in the head teacher's office. Any bullying incidents will be recorded in the bullying log and the SIMS behaviour management system. This is reported to the LA and also internally to our governors through the head teachers report.

After careful and thorough investigation and follow up the following outcomes will take place

1) The bully (bullies) may be asked to genuinely apologise. The bully (bullies) will have consequences agreed with school staff /and parents if necessary. This may mean missing a playtime. The bullies will still be monitored until the school is sure the situation has resolved.

2) If bullying persists, there a fixed term exclusion , for lunchtimes will be considered.

3) If there is a serious incident involving bullying a longer period of exclusion will be instigated.

4) If possible, the pupils will be reconciled.

5) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident.

In the case of racist bullying, this must be reported to the Head teacher and the Racism Co-ordinator at the LA.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that bullying may be prevented from happening in the future. Incidents of bullying will be reported to the Governing Body including the Safeguarding governor termly through the head teacher's report.

Every month the School is required to complete a "bullying report" which is submitted to the LA including details of bullying and names of persons involved (Appendix 1)

Advice to Parents

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

1. Report bullying incidents to the class teacher.
2. In cases of bullying, the incidents will be recorded by staff and the Head teacher notified.
3. Parents will be informed and will be asked to come in for a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
6. Support will be given to help the bully (bullies) change their behaviour.

This policy has been adopted from Kidscape.

Please also refer to the following:

Northamptonshire County Council anti-bullying strategy

Northamptonshire County Council hate and bullying guidance

Tackling bullying in schools – A Governor's guide

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
www.antibullyingalliance.org.uk	

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

Incident report from

Name Role: target, aggressor , witness, or participant	
Type Assault, bullying – verbal or physical, racial, disruptive.	
Activity	
Date of incident/s	
Time	
Location	
Comments	
Recorded on	
Recorded by	
Action taken	Parents informed Cooling off Letter to parents Other
Status	Unresolved Resolved Further intervention Review in ? weeks Other
Actioned by	
Date of action	