

ANTI-BULLYING POLICY

Links with school aims

We aim to promote pupils' moral and social development in a safe and caring environment where everyone is valued and respected. The adults in school aim to lead by example and to treat all members of the school community (adults and children) with consideration and respect. We also expect parents to support us in these aims and in their dealings with us.

The policy aims to:-

- Promote the schools positive behaviour policy.
- Ensure that all pupils, staff and parents are aware of and support the school rules.
- Raise awareness amongst pupils and staff that bullying in any form will be taken seriously and will not be tolerated.
- Ensure that parents know that they can share any concerns they may have about bullying, that these concerns are followed up, and that parents are kept informed of any actions taken.
- Ensure an immediate and effective response to bullying.
- Ensure that all staff are clear about what bullying is.
- Alert staff to possible symptoms, which may be displayed by victims of bullying.

What is bullying?

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone else and it can be:

- **Physical** – Unprovoked assault on a person or a group.
- **Psychological** – Reduction of a personal self-confidence through teasing, taunting or threatening behaviour. This can be about race, gender, disability, family circumstances, appearance or any other feature of a person's life that can be used to wound.
- **Social ostracism** – Rejections by peer group or other significant person.
- **Verbal** – The deliberate use of derogatory or offensive language, e.g. swearing.
- **Indirect** – Interference with personal property, extortion or spreading rumours.

What are the symptoms of bullying?

Victims may:-

- Have physical wounds.
- Show physical symptoms such as stuttering or nervous tics.

- Show fear or become withdrawn.
- Lack confidence.
- Underachieve in school.
- Feign illness, have tummy ache, or need the toilet, not want to eat.
- Have behaviour problems, become aggressive or violent.
- Start bedwetting
- Become bullies themselves.

Guidelines for staff when dealing with the symptoms of bullying/bullying incidents:-

- Always take any reports of bullying seriously.
- Remain calm and establish the facts.
- Decide whether your action needs to be private or public.
- Take action as soon as possible following the reported incident.
- Reassure the victim.
- Offer help, advice and support to the victim.
- Make it plain to the bully that you disapprove of their behaviour (Not of them).
- Encourage the bully to see the victim's point of view.
- Discipline the bully (in accordance with the Schools Behaviour policy), explain why you are taking this action.
- Try to present the bully with an expectation of positive behaviour.
- **Keep a record of the incident** and report to the Deputy Headteacher via a green slip
- **Follow up to ensure that the bullying is not continuing.**
- **The class teacher, after consultation with the SENCO or the Headteacher, is responsible for informing the parents of the victim and the parents of the bully of any incidents.**
- **Headteacher or SENCO to refer to other agencies if necessary.**

The school operates a "Bully Box" which is sited in a quiet area of the school and all of the pupils are aware of its existence and position. If any child wishes to report any bullying whether it is personal or witnessed, there are forms available both in classrooms, and in general areas on which to do this. The reporting can be anonymous if this is preferable or members of staff will help to report this, if assistance is needed any such reported incidents are dealt with promptly, by either the Headteacher or the Pastoral Care team.