



Anti- Bullying Policy



Last reviewed: March 2017

To be reviewed: Annually

Written by: Teaching and Support Staff

Ratified by the Governors on: July 2017

Statement of Intent

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 at our school. If bullying does occur, all pupils should be able to tell an adult 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.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in the 21st Century Britain. These values reflect the 2010 Equality Act and the values that will be expected of our pupils by society when they enter secondary school and beyond in the world of work or further study.

The nature of bullying can be:

Physical- such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.

Attacking property- such as damaging, stealing or hiding someone's possessions

Verbal- such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.

Psychological - such as deliberately excluding or ignoring people.

Cyber - such as using text, email or other social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:

Race (racist bullying)

Religion or belief

Culture or class

Gender (sexist bullying)

Sexual orientation (homophobic or biphobic bullying)

Gender identity (transphobic bullying)

Special Educational Needs (SEND) or disability

Appearance or health conditions

Related to home or other personal situation

Related to another vulnerable group of people

Why is it Important to Respond to Bullying?

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

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
- Asks to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Attempts to threaten suicide or runs away
- Cries themselves to sleep or has nightmares
- Feels ill in the mornings
- Begins to do poorly in school work
- Comes home with torn clothes or damaged books
- Has possessions which are damaged or 'go missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home starving (money/lunch may have been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or telephone
- Is nervous or jumpy when receiving e-mails etc.

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

Reporting Bullying

Pupils who are being bullied:

If a pupil is being bullied they are encourage to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school.

- Report to a teacher - their class teacher, named person or another other teacher
- Tell an Anti-bullying Ambassador who in turn can help the child to tell a teacher or staff

- Tell any other adults staff in school - such as lunchtime supervisors learning support assistants or the school office
- Tell an adult at home

Reporting - roles and responsibilities

Staff: All school staff, both teaching and non-teaching staff (for example midday supervisors, caretakers, librarians) have a duty to report bullying, to be vigilant to the signs of bullying and play an active role in the schools measures to prevent bullying.

If a child comes to a member of staff and is upset about what another child/children have said or done they must:

- Speak to all children involved at the same time
- Listen to what each child has to say
- Gather the facts
- Respond to all the children in an appropriate way
- Reassure the victim that the incident is being dealt with seriously. Tell them and show them what you have done. Ask them if they are happy with how it has been dealt with.
- Give appropriate consequences to the instigator/s and clearly explain the reasons for this (following the schools positive relationships policy).
- After investigation If the member of staff perceives the incident to be serious, notify SLT and explain to all involved that the incident will be logged on CPOMs and monitored
- Ensure parents are aware of the incident and how it has been dealt with

If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher and or a named person.

Senior Staff: The Senior Leadership Team and the headteacher have an overall responsibility for ensuring that the Anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people. In addition to the designated anti-bullying leads (named people).

Parents and carers: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning the school office.

Pupils: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incident of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Responding to bullying

When bullying has been reported, the following action will be taken:

1. The bullying behaviour and threats of bullying must be investigated and the bullying stopped quickly
2. Staff will record the incident on the CPOMS system (alert Zakia Bano and Lucy Balmforth)
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. An attempt will be made to help the bully (bullies) change their behaviour
5. If necessary and appropriate, the police will be consulted

Outcomes

1. In the first instances the schools behaviour policy will be followed
2. The bully (bullies) will be asked to genuinely apologise
3. In serious cases, suspension or even exclusion will be considered
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during holidays, or in the wider community. The nature of cyber bullying means that it can impact on pupils' well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of the school and report and respond according to their responsibilities as outlined in this policy.

Derogatory language

Derogatory language or offensive language is not acceptable and will not be tolerated. The type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on our CPOMS system and follow up actions and sanctions if appropriate, will be taken for pupils and staff found using any such language.

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual group of people and have significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School Initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- A child-friendly anti-bullying policy which ensures all pupils understand and uphold the anti-bullying policy.
- A PSHE programme of study that includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- Regular Healthy mind Healthy Body weeks.
- School assemblies to help raise pupils' awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school through themed weeks, displays books and images. The whole school participates in Anti-Bullying week, Black History Month and The Stephen Lawrence Award.
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.
- Stereotypes are challenged by staff and pupils across the school.
- Lunchtime buddies and Anti-bullying Ambassadors offer support to all pupils, including those who may have been the target of bullying.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with school council.
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate.
- A written set of school rules.

- Asking parents to Sign a home/school contract.
- Being open about bullying and discussing with the children why it matters.
- Having zero tolerance in our school

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.

All incidents of bullying should be recorded on CPOMS by the adult who deals with it. A Bullying Incident Form must be completed by the person reporting the incident and returned to the school office.

All incidents of racism should be reported immediately to the Head Teacher or Deputy Head. The incident should be recorded on CPOMS by the adult who deals with it. A Racist Incident Report must be completed by the person reporting the incident and returned to the school office, who in turn will return it to the PSHE/Equalities co-ordinator for filing.