



Policy Statement on Bullying

Last Review Date March 2010

DEFINITION :

The Anti-Bullying Alliance defines bullying as "the intentional/repetitive or persistent hurting of one person by another, where the relationship involves an imbalance of power". A pupil is being bullied when another pupil or group of pupils systematically, over a period of time and deliberately single out that pupil for hurtful behaviour by:

- + name calling
- + taunting
- + threats
- + mocking
- + making offensive comments
- + kicking
- + hitting
- + pushing
- + taking or damaging belongings
- + gossiping
- + excluding people from groups
- + spreading rumours
- + sending spiteful/threatening notes, e-mails, texts, MSN, Bebo, Face Book etc

RATIONALE :

No individual has the right to bully another. Preventing and tackling bullying is a high priority within the school and has a clear commitment from the headteacher, governors, senior management and all staff

PURPOSE :

The purpose of the school's anti-bullying policy is:

- + to safeguard the safety and happiness of all pupils
- + to ensure the educational achievement of all pupils
- + to provide a model of helpful and healthy behaviour for all pupils
- + to continue to promote the ethos of an effective and caring environment
- + to take steps to reduce and prevent incidents of bullying and for each child and family to be confident that incidents will be swiftly followed up and dealt with

GUIDELINES :

- All governors, staff, pupils and parents are aware of and agree with what the school has identified and considers as 'bullying'
- All staff are aware of the procedures to follow when an incident of bullying is reported
- Where the class teacher knows of the pupils in his / her class who have been involved in bullying or are being bullied, other adults working with the class will be informed and therefore more vigilant
- When an incident of bullying is either observed or reported all pupils involved are questioned to find out:
 - ✚ how often they have been bullied
 - ✚ what kind of bullying behaviour had taken place
 - ✚ where the bullying took place
 - ✚ who has been bullying them
 - ✚ whom they have told about these experiences
 - ✚ how they feel about this bullying behaviour
 - ✚ whether they feel pupils and staff have taken action against bullying
- Bullied pupils are given support and guidance on how to protect themselves by :
 1. talking to teachers/ pastoral team
 2. being reassured that they are being taken seriously
 3. given advice and taught strategies on how to deal with possible further incidents
 4. being monitored
- School produced leaflets : ***Say "No" to Bullies*** give pupils and families information and guidance on how to discourage bullying behaviour at school and how to resolve difficult situations without violence or aggression
- School produced leaflets: ***Am I a Bully?*** and ***What is Bullying?*** These prompt children who bully to question their motives; they also give examples of a range of typical bullying behaviour. Children are made aware of how strongly we disapprove of bullying. If appropriate, they will be punished in line with our Behaviour Policy. If less severe sanctions are ineffective, they will be excluded.
- The school keeps a record of all bullying incidents.
- Children from Year 3 upwards have access to a '***Concerns Box***' centrally located in each unit. They are encouraged to drop a note into the box if they have any concerns or anxieties [including bullying situations] and are nervous about approaching an adult face-to-face with the concern.
- Children who bully will also be given help in how to improve their behaviour because :

1. they don't know that the behaviour is wrong
 2. they are copying others whom they admire (possibly older children out of school)
 3. they haven't learned other, better ways of playing and mixing with school friends
 4. they are going through a difficult time and are acting out aggressive feelings
- Parents of both bully and bullied are involved at the earliest opportunity and kept informed of the evolving situation, school action and support
 - Where possible the curriculum is used to reject bullying and promote co-operative behaviour. There is a Personal, Social, Health and Citizenship Education programme (PSHCE) for all pupils to promote effective relationships
 - The implementation and success of the whole-school policy is regularly monitored [assemblies / anti-bullying questionnaires / Concern Box] It is considered to be successful when :
 - ✚ all bullying behaviour is responded to promptly and consistently
 - ✚ pupils feel they are able to tell staff if they are being bullied
 - ✚ parents and pupils feel there are few incidents of bullying in school
 - The school has signed up to The Anti-Bullying Alliance Charter and recognises the annual Anti-Bullying Week



ANTI-BULLYING POLICY APPENDIX A

Disciplinary Procedures & Consequences

All incidents of bullying must be dealt with consistently and time taken to understand the context of each.

As a general rule:

1. Staff witness bullying or are informed of bullying incident by pupil, adult or parent
2. Class teacher/pastoral team investigates incident after receiving initial information
3. Class teacher takes appropriate action to ensure the bullying behaviour stops immediately (in line with Behaviour Policy)
4. The bully will offer an apology and other appropriate consequences may take place
5. Whenever possible, the pupils will be reconciled
6. An attempt will be made to help the bully change his / her behaviour (Pastoral Team intervention)
7. More severe / frequent incidents will be reported to the Unit Leader (in line with Behaviour Policy)
8. Unit Leader will ensure parents are informed and invited to attend a meeting at school if necessary
9. Serious incidents will be recorded and reported by the Deputy Headteacher / Headteacher
10. In serious cases, exclusion will be considered



ANTI-BULLYING POLICY APPENDIX B

Referral System & Consequences

<i>Bullying incident witnessed or reported</i>	STAFF MEMBER	1. The matter is sorted out quickly by staff who decide on consequences
<i>Bullying incident considered to be more serious</i> ↓		
CLASS TEACHER 1. Bully apologises to victim 2. Bully given detention or loses privilege 3. Teacher informs parents 4. Pastoral involvement where necessary		
<i>Bullying incidents continue or remain a concern</i>	↓	Pastoral assistant involved with victim / bully
UNIT LEADER 1. Bully writes letter of apology to victim 2. Bully given detention or loses privilege 3. Parents informed and incident recorded 4. Bully helped / monitored during pastoral care time 5. Bully requested to attend Lunch Club		
<i>Consequences are ineffective</i> ↓		
DEPUTY HEAD / HEADTEACHER 1. Bully writes letter of apology to victim 2. Bully given detention / loses privilege / works alone/ attends lunch club 3. Parents attend meeting with UL/ DH / HT 4. Incident recorded on form		
<i>If serious incidents occur again</i> ↓		
EXCLUSION Incident stays on pupil records for school life		

See Deputy Head/Pastoral Manager for recording incidents