




Anti-Bullying Policy

Governing Board with Responsibility	Teaching and Learning Committee	
Reviewed/Revised	Spring 2019	
Date of Next Review	Spring 2021	
Agreed by Governors	12.03.2019	
Additional Notes	This policy should be reviewed every 2 years or when it is deemed necessary by either the Head teacher or Governing Board. The policy should be reviewed in line with the behaviour policy.	

What is Bullying?

There are many definitions of bullying but most have three things in common:

- It is deliberately hurtful behaviour.
- It is repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.

We have agreed to adopt a definition written by Kidscape. Bullying is: Repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through cyberspace, and comes in many different forms:

Verbal: Name calling, persistent teasing, mocking, taunting and threats.

Physical: Any form of physical violence, intimidating behaviour, theft or the intentional damage of possessions. This includes hitting, kicking and pushing.

Emotional: Excluding, tormenting, ridiculing, humiliation, setting people up and spreading rumours.

Cyber: Cyber bullying is the misuse of digital technologies or communications to bully a person or a group, typically through messages or actions that are threatening and/or intended to cause offence, anxiety or humiliation.

The Effects of Bullying

All forms of bullying are hurtful and may have a devastating effect on those who are bullied. Whilst some children may recover from bullying, there are others who suffer lasting consequences. Children who are bullied may see themselves as inadequate and friendless and suffer from loss of confidence and low self esteem.

The ways in which they may respond to bullying ranges from withdrawal, absenteeism and under-achievement to depression and suicide. Whatever the response the opportunity to learn at school and to achieve is likely to be severely affected.

Bullies may also suffer from long lasting consequences and if offered no support may continue with bullying behaviour into their adult lives. For this reason it is important that they receive support to enable them to change their behaviour.



Strategies

- Our school behaviour policy stresses making expectations clear to children about their behaviour with others. This is reinforced by positive feedback and praise and constructive criticism when things go wrong.
- PSHCE/Circle time in class allows children to talk about feelings in a safe context and bring out bullying issues.
- Reminding children of acceptable behaviour and developing moral issues through the PSHCE curriculum and assemblies.
- Periodic poster campaigns around the school involving classes of children.
- National Anti-Bullying Week/Friendship Week organised annually by School Council.
- Providing constructive and collaborative play opportunities in the playground and reducing the domination by rough games and football.
- Praising kind behaviour.
- Working to raise the self esteem and confidence of bully victims.
- Helping all children to feel they can be successful as individuals.
- Telling bully victims they have a right not to be bullied and that it is brave to report incidents of bullying.
- Listening to and taking seriously any reports of bullying.
- Meeting and working with parents of bullies and victims.
- Allowing bully victims space to say how they would like incidents to be dealt with (children vary – some like to talk to the bully face to face with a teacher, some like to have a member of staff deal directly with the bully, some just want the school to watch out for incidents at first, some want a chance for a supervised talk with friends to sort out relationship problems) – it depends on the nature and severity of the bullying.
- Getting the victim and the perpetrator together in a safe environment with an adult so that feelings can be identified.
- Empowering children to talk things through themselves at an early stage of difficulty.
- Asking bully victims on a regular basis if they are OK.
- Watching children at play and looking out for children who seem to be left out.
- Asking playleaders and friends in the class to help.
- Dealing with reported incidents promptly.
- Asking parents to make immediate contact at any time over bullying incidents, daily if necessary.
- Speaking to parents of bully victims at an early stage when staff first knows of these.
- Working with the bully and their parents to find out why they behave in such a way.
- Sanction bullies (e.g. missing breaks, clubs, keeping a behaviour chart, home/school book) and further disciplinary measures if necessary e.g. in extreme cases exclusion from school.
- Planned visits from E.W.O and from Police Liaison Officers throughout the year to talk about bullying and other related moral issues.

Advice to Children about Bullying

- If you are a victim of bullying you can tell a member of staff who you feel safe to talk to. It is not weak to do this.
- If you cannot tell anyone at school you can tell your parents who will then tell us.
- Bring up your unhappiness during circle time but do not mention any names. Your teacher will then talk to you privately.
- Use the worry box or prayer box.
- Friends of victims should let staff know of bullying incidents.
- No-one deserves to be bullied. Remember, you have a right for this not to happen to you.



Advice to Parents/Carers about Bullying

If your child is being bullied they may:

- change their behaviour
- be unwilling to talk about their day
- look less happy
- come home with cuts and bruises
- come home with toys and things you have not bought for them
- not want to wear their glasses
- take things from home without you knowing
- avoid certain children or activities
- be reluctant to come to school.

How you can help prevent bullying:

- help your child to express their anger without hurting others
- encourage your child to share their feelings e.g. happiness, anger, frustration, sadness, joy and excitement
- encourage them to tell a member of staff straight away if they get hurt at school
- teach them not to hit back
- teach your child to share and to have fun with other children
- praise your child when they sort out problems by talking rather than by hurting others
- involve yourself in school activities
- keep yourself informed of your child's progress
- make contact with the school at any time over bullying incidents
- it is best for these issues to be settled through a mediator, for example a member of staff. Parents are asked not to intervene with other parents' children directly or to try to resolve problems with parents outside of the school, but to let the school know. Difficulties that can arise between parents in these circumstances may make it very difficult to resolve in school
- do not keep children at home because of bullying. Tell us so that it can be dealt with immediately
- ensure that every incident is reported to the class teacher.
- ensure that information about children who are bullied and bullies is passed on from one class teacher to the next

The strategies used by the school will depend on the particular circumstances and children involved. A combination of these strategies is essential to reduce incidents of bullying.

Children who are found to be bullying or engaging in bullying behaviours may receive a red card, an internal exclusion or a fixed term exclusion. Red cards and internal exclusions are recorded on children's school reports. Fixed term exclusions are reported to the Local Authority and go on a child's permanent schooling record.