

Anti-Bullying Policy

Let all that you do be done in love (1 Corinthians 16:14)

Version	Review Frequency	Approved by	Date Approved	Date of Next Review
1	3 yrs	School Improvement	2019	2022

As a school we aim:

1. To provide a safe and secure environment within which bullying has no place
2. To ensure that any incidents that do take place are dealt with promptly and effectively.

What is bullying?

Bullying is the wilful, conscious desire to hurt, threaten or frighten someone over a period of time.

There are four main types of bullying

- PHYSICAL
- VERBAL (name calling, remarks made on someone's differences- including race and skin colour or sexual orientation)
- EMOTIONAL(threats and intimidation, teasing, excluding from a group)
- CYBER BULLYING (one person or a group try to threaten, tease or embarrass someone else using a mobile phone or the internet.

It can be continuous or an isolated incident. Pupils who are being bullied may show changes in behaviour such as becoming shy and nervous, feigning illness or clinging to adults. They may lack concentration in class. All of our children and staff know that our school values of Love, Peace, Compassion, Forgiveness, Courage, Equality and Justice support a zero tolerance of bullying. We encourage our children to speak up for themselves and their peers if they feel that they or someone else are being treated unfairly or hurtfully.

The School will:

- take the matter seriously
- protect the child until the matter can be sorted out
- talk to the victim, the bully and any witnesses
- keep parents informed and involved in any progress
- take action to prevent further bullying.

A Guide for Staff

Awareness

Do you notice any of the following? They may be a sign of bullying:

- **withdrawal**
- **aggressive behaviour**
- **schoolwork problems**
- **disturbed sleep or nightmares**
- **injuries**
- **becoming difficult or argumentative**
- **fear of going to school**
- **missing possessions**
- **stealing**
- **low self-esteem**

If you believe a child is being bullied or is bullying others:

- **Be sympathetic and kind to any child and remove them from the immediate situation**
- **Manage the situation in a private space where the children feel comfortable**
- **Talk to the children involved**
- **Record the incident on CPOMS**
- **Discuss the incident with parents**
- **Report to the Headteacher**
- **What needs to change to ensure that this won't happen again?**

Action Against Bullying

A Guide for Parents

Action:

If you believe your child is being bullied or is bullying others then:

1. **Contact the school immediately so that a joint plan of action can be started quickly.**
2. Understand that your child may find it difficult to talk about what is worrying her/him and be prepared to help or find out in other ways
3. If s/he does talk, listen to her/him and take the situation seriously. (See 'Hints' below.)
4. Let him/her know right away that you will do whatever is necessary to stop the bullying.
5. Be aware that your own reactions may get in the way of what's best for him/her and act carefully and with advice, where necessary.

The school will:

- take the matter seriously
- protect the child until the matter can be sorted out
- talk to the victim, the bully and any witnesses
- keep parents informed and involved in any progress
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Listening to children – some hints

- Attend to what is being said, without displaying shock or disbelief. Be patient: wait during any silences; prompt gently – “and..?”
- Accept what is said (“believe” is too strong – keep an open mind if you can).
- Jot down brief notes of the main details.
- Reassure your child that s/he was right to tell you.
- Reassure your child that it is not his/her fault that s/he is being bullied, and that it is vital that the situation is sorted out.
- Try to encourage your child to offer his/her own solutions to help him/herself – this will help his/her morale and self-image.

Action Against Bullying

Guidance for Pupils

What should you do if you are being bullied, teased or picked on?

Remember: it's not your fault. Bullies have no right to do this. You are not to blame.

- Tell your teacher, a friend or another adult in school. If you don't tell someone, perhaps nobody else will either. Other people might be bullied as well. Set a good example.
- Don't call the bully names, nor hit them. You might get into trouble yourself and make things worse. Tell the bully firmly that you do not like what they are doing and you would like them to stop, and then tell an adult about it.
- If someone is calling you names or making horrible comments, tell them firmly and calmly that what they are doing is very hurtful, and walk away. Then tell an adult about it.

What should you do if you see someone else being bullied?

Take action!

- Tell a teacher or other adult straight away. If you watch and do nothing the bully will feel big and important.
- Don't be friendly to the bully just because you feel afraid. Bullies will stop if their bullying doesn't get them attention.
- If you see other pupils bullying, calling names or making horrible comments, tell them to stop and that people are not for hurting, and then tell an adult.
- Don't hurt the bully but tell a teacher or other adult about the incident.
- Help the person who is being bullied by reassuring them, and helping them to feel it's not their fault.

Help to stamp out bullying! Don't keep it a secret.

Bullying is often a very individual problem and therefore some flexibility is often need in the approach. This policy is a guideline.