



## **ANTI-BULLTING POLICY**

### **Introduction**

**THIS DOCUMENT IS** a statement of the aims, principles and strategies for preventing bullying at The Hyde School.

### **AIMS**

We are committed to providing a caring, safe working environment where every pupil and employee is treated with dignity and respect and where each person's individuality and sense of self-worth within the school is maintained.

The aim of the policy and procedure is to ensure that any complaint of harassment or bullying is effectively and speedily dealt with and that appropriate action is taken to ensure as far as possible that it does not occur again.

This policy should be freely accessible to all staff and all staff should be made aware of this policy as part of their induction programme. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to report incidents to trusted adults and know that incidents will be dealt with promptly and effectively.

### **OBJECTIVES**

The school as a whole will work towards maintaining high levels of self-esteem both for pupils and staff. This will permeate the curriculum and ethos of the school. This means that:-

- all staff, governors, pupils and parents should have an understanding of bullying
- bullying will not be tolerated
- clear procedures for reporting bullying should be understood and followed
- the procedure for investigating and dealing with incidents of bullying should be clearly understood
- the school will promote ways of preventing bullying.

### **EXPECTATIONS**

- Staff will listen to children and take allegations of bullying seriously.
- Staff will follow the school procedure as set out in the Bullying/Racist/Homophobic Incident Flowchart. Incidents will be fully investigated and the pupils involved supported appropriately. Incidents and issues will be reported to the Headteacher (Jo Djora) and Deputy (Sian Morris). Pupils will report incidents that they witness or are involved in to an appropriate member of staff or trusted adult
- Governors will be aware of the school procedures on Anti-Bullying and support staff to carry them out. Incidents or issues brought to their attention will be reported to the named Governor (Stuart Lester) who will pass information to the Headteacher (Jo Djora) or Deputy (Sian Morris). Numbers of racist and bullying incidents will be reported termly to the Standards and Curriculum Committee of the Governing Body.
- Parents will report incidents and issues to their child's class teacher or appropriate member of staff
- Staff will be aware of the findings of the OFSTED Survey 'No Place for Bullying' (June 2012): Appendix 2 and will actively promote strong, inclusive values and spell out how pupils should interact with each other in order to ensure that pupils develop empathy, respect for individual differences and a good understanding of the impact of their behaviour on others.





## **WHAT IS BULLYING?**

Definition agreed by the staff- **Bullying is unprovoked behaviour by an individual or a group usually repeated over time that intentionally hurts another individual or group either physically or emotionally.**

Definition agreed by the pupils- **Bullying is when someone hurts someone else or a group of people on purpose. It can be hurting their bodies or hurting their feelings over and over again.**

- Isolated cases of aggression will be dealt with according to the procedures in the Behaviour Policy.

Four types of bullying can be identified:-

- **name-calling** which specifically refers to some attribute of the victim, e.g. their race, sex or appearance
- **intimidation** which is a direct or threatened physical attack
- **demeaning** which is a verbal activity leading to the loss of status of the victim
- **extortion** which is bullying in order to gain some possession(s) from the victim.

**Please refer to the separate ICT Safeguarding Policy for procedures related specifically to 'cyberbullying'**

## **SIGNS AND SYMPTOMS OF BULLYING**

**Children may:-**

- not want to go to school
- be frightened to walk to and from school
- become withdrawn from family and friends
- show a decrease in attainment and/or progress in school work
- change their eating habits; not eating at lunchtimes.
- cry themselves to sleep
- ask for money (may be the victim of extortion).

## **PROCEDURE FOR REPORTING BULLYING**

Incidents of bullying should be reported to a member of the school staff. Complaints will be taken seriously and written records (including letters/ notes to and from parents) kept in the class behaviour file. All incidents should be reported to the Headteacher (Jo Djora) and Deputy Head (Sian Morris). The degree of seriousness of any incident is a matter of subjective interpretation, but should be judged by the effect on the victim.

## **PROCEDURE FOR INVESTIGATING ALLEGATIONS OF BULLYING**

Whenever an incident of bullying has been reported, it is essential that the victim and the alleged bullies are interviewed as soon as possible. Interviews should take place separately. The victim's interpretation of the incident should not be trivialised. Written notes should be taken of all interviews held. Interviews should also be held with other pupils or adults who may have witnessed the incident.

Staff interviewing pupils about alleged incidents of bullying should set a good example to pupils by their behaviour towards each party. They should seek to obtain the true facts by polite, perceptive questioning.





Pupils should be encouraged to own their actions rather than blaming the victim or comparing their actions with those of others. When children are describing incidents, they should be discouraged from using expressions including the words “just” and “only” (as in “I was only playing with her...”, “I just knocked his arm...”).

### **PROCEDURE FOR DEALING WITH INCIDENTS OF BULLYING**

Where the investigation clearly shows that bullying has taken place, action will be taken:-

- to support the victim(s)
- to discipline and support the bully or bullies
- to inform parents of both parties

Any disciplinary action should be designed to help the bully change his/her behaviour. In some cases where it is appropriate, this will involve meeting with the victim and a member of staff, and talking about the bullying from the victim’s point of view.

Actions may include:-

- offering an apology, either verbally or (preferably) in writing
- agreeing an appropriate behaviour contract with the class teacher
- making reparation in some form for damage or distress
- one or more playtime detentions, in which some practical remedial work is done to help change the pupil’s behavioural attitude. This may involve writing about the effects of his/her actions; devising a set of targets for his/her future behaviour; or considering the parts of the school’s code of conduct that have been breached by the bullying behaviour, and how this could be repaired.

Support for victims may take the form of:-

- counselling by a member of staff (e.g. Inclusion Support Worker)
- role-play to increase assertiveness
- peer-support, through a “buddy” or monitoring scheme

The parents of both the bully or bullies, and the victim(s) will be contacted by letter, and invited to the school to discuss the matter with the class teacher and the Deputy or the Headteacher. Parents will be asked to support the school in its actions and to reinforce those actions at home, where appropriate. In very serious cases of bullying, where it is clear that a bully is not able or prepared to change his/her behaviour, a behaviour improvement programme (BIP) will be planned which may include a ‘BIP exclusion to another school for a day, a fixed-term or even permanent exclusion will be considered as a disciplinary measure.

### **PREVENTION**

In order to prevent bullying from taking place in school, staff will promote good behaviour by example, encourage a positive attitude to differences and promote equal opportunities. Pupils will be regularly reminded of the school’s code of conduct, and the rules of the classroom and playground will reinforce the importance of respect for other people and their property. Parents will also be expected to promote appropriate behaviour in their children, and to support the school in dealing with any instances of bad behaviour.

Strategies which the school may use for preventing bullying include:-

- activities to raise awareness during the annual Anti-Bullying Week





- regular AOB slot in Staff Meetings where necessary to discuss pupils who need monitoring especially in the playground
- circle times, worry boxes in classrooms to provide additional channels of communication between staff and pupils
- regular pupil questionnaires to ascertain pupils' perceptions of levels of types of bullying so that staff can react and update procedures accordingly
- devising class 'charters' and school rules collaboratively, so that all pupils have ownership
- reading and discussing stories about bullying in class or in assembly
- use of drama and role-play to practise acceptable ways of reacting to aggression and taunts, to help bullies find other ways of behaving, and to increase assertiveness in victims or potential victims
- work by Mini -Peer Mediators and Playground Buddies