

Hawksmoor School



Anti- Bullying Policy

Date agreed by GB _____ Signed _____

Dates re-ratified _____

Hawksmoor School

Policy on anti-bullying

Preface

The school has stated its aims and objectives in the mission statement and the various policies governing school life. We have expectations of pupils and parents which are described in the **School prospectus** and **Home School Agreement**.

We, the school, have our own responsibilities... one of which is to prevent bullying.

Introductory Statement

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 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.

At our school, no bullying behaviour will be accepted by any member of the school community.

We must all, staff, parents and children, work to eliminate any form of bullying.

What is bullying?

It is the wilful, conscious desire to hurt, threaten or frighten someone. It may be physical or verbal; and it causes worry and distress.

A bully uses threat and fear.

Context of Bullying

Bullying may happen daily or infrequently. It may be in school or out of school. It may be quite subtle and more difficult to deal with.

A bully gets pleasure from others pain and distress; usually focussing on the young and timid.

Bullying must be identified and dealt with. This requires us understanding types of bullying, reasons for bullying; where bullying takes place and how it affects those bullied.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence.
- **Racist** racial taunts, graffiti, gestures.
- **Sexual** unwanted physical contact or sexually abusive comments.
- **Homophobic** because of, or focusing on the issue of sexuality.
- **Verbal** Name-calling, sarcasm, spreading rumours, teasing.
- **Cyber** All areas of internet, such as e-mail and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology i.e. camera and video facilities.

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

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.
- Doesn't want to go on the school/public bus.
- Begs to be driven to school.
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant.
- Becomes withdrawn, anxious or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in school work.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or "go missing"
- Asks for money and starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises.
- Comes home starving (money/lunch has 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 if any of the above.
- Is afraid to use the internet or mobile phone.
- Is nervous and jumpy when a cyber message is received.

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

What we aim to do

Staff responsibility

- Staff discussion with pupils...What, why, how and where about bullying
- Physical: hitting, poking, moving chair, pushing in queues, name-calling, taking property, sexual harassment, practical jokes, racism, ganging up, inciting others...
- Mental; excluding from the group, teasing, mocking, taunting, ridicule or insult, blackmail, highlighting differences...
- Causes; dislike of victim, jealousy, own inadequacy, power over others, attention seeking, racial or other different group, rich or poor...
- Identifying bullying; truancy, missing some lessons, avoiding certain people or groups, emotional and behavioural problems, effect on performance, avoidance tactics...
- Procedures for dealing with bullying... How we record bullying?

Pupil responsibility

- What can you do to help?
- No-one should put up with bullying
- Adults and children must work together
- If someone is bullied or upset they must let an adult know
- Do not be afraid to report a bully or a bullying incident
- Do not have bullies in your group
- Bullies will stop if they are left out or are by themselves

Recording bullying

There are many types and degrees of bullying and staff need to make a professional judgement as to how each is dealt with. However, there will be those incidents which are more serious and those which are persistent. These must be dealt with.

A range of options may be considered.

Listen carefully and record all relevant incidents.

The bullied student should write down the events and how they were made to feel.

The bully should also write down the event.

This should be discussed with both by the staff member.

A note should be kept in the class concern log.

Often the events may be discussed within the class or group during Circle Time, PSHCE, etc.

Letters and parental contact should be considered.

Privileges should be withdrawn from the bully.

Offer the victim and the bully support from Learning Mentors, trained councillors, class teachers.

School Ethos/ Prevention

January 2012

There will be ways in which the school can develop an understanding of bullying by raising awareness in a variety of ways.

Publish the school's views on bullying

Establish and follow the school policy

Make use of the curriculum:-

- Collective worship
- PSHCE lessons or Circle Time
- Visiting Drama groups
- Take part in national anti-bullying weeks/ workshops/assemblies

We will use agreed methods of helping children to prevent bullying. As and when appropriate, these may include:

- Writing a set of school rules
- Signing a behaviour contract.
- Writing stories or poems or drawing pictures about bullying.
- Reading stories about bullying or having them read to a class or assembly.
- Using 'power of one' contract to create awareness
- Having discussions about bullying and why it matters.

Policy statement on Equality and Community Cohesion

Working within this policy we aim to make sure that no-one experiences less favourable treatment or discrimination because of their 'protected characteristics' as follows:

- Their age
- A disability
- Their ethnicity, colour or national origin
- Their gender
- Their gender identity(they have reassigned or plan to reassign)
- Their marital or civil partnership status
- Being pregnant or having recently had a baby
- Their religion or belief
- Their sexual identity and orientation

(Equality act 2010)

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222

Visit the KIDSCAPE website www.kidscape.org.uk for further support, links and advice.