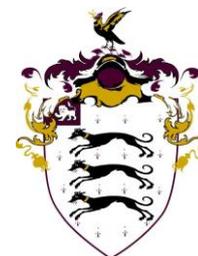


# Sir John Moore School

## Anti-Bullying Policy



**At Sir John Moore School we recognise that bullying violates the basic right of individuals to live in freedom and security. Bullying in all its forms is wholly unacceptable.**

### What is bullying?

Bullying can be physical, involving hitting, kicking, pinching, pushing, spitting or throwing things. It can also be verbal, involving name-calling, teasing, taunting or threatening. It can be silent, involving the isolation or ignoring of the victim or deliberate exclusion from the group. It can be rude gestures, staring or giving menacing looks. It can involve stealing, damaging or hiding a person's property. All are designed to cause discomfort or hurt in another. It is something that is often ongoing and does not seem to stop.

It is defined to our pupils as **Several Times On Purpose**. Bullying can be repeated, deliberate and systematic. The bully will look for opportunities to hurt the victim, possibly in a variety of ways.

### Responding to bullying

#### Pupils;

- ✓ Be aware that you do not deserve to be bullied. You are an individual and should be proud of any differences between you and others
- ✓ Try to be strong and say "NO". Walk away even if you do not feel brave inside
- ✓ Go to people you like as there is safety in numbers
- ✓ Try to trust others to help you by talking about it to your friends, parents or a member of staff. If you don't feel able to talk, put a letter in the bully box.
- ✓ Do not fight back as this can make things worse
- ✓ Remember that a bully relies on you keeping quiet, **Start Telling Other People**.
- ✓ You can sit on the buddy bench if you feel left out. Someone will come and talk to you.

#### If you see someone being bullied;

- ✓ Do not ignore it as this may seem that you are taking the side of the bully
- ✓ If you feel able to, tell the bully to stop
- ✓ Tell an adult

#### How to make yourself safe;

- ✓ Stay with people who you like and trust
- ✓ Keep in areas where you can be easily seen
- ✓ Talk to a trusted adult if you have any worries

#### Staff;

- Watch for any early signs of distress in pupils
- Treat any reports of bullying seriously by reassuring the victim that you will help
- Report the incident to the relevant class teacher(s) so that the situation can be dealt with
- Investigate the incident taking the necessary action to alleviate the situation
- Report severe cases to the head teacher

- ❑ Ensure that incidents are followed up at a later stage to ensure that problems are not recurring

#### Parents;

Watch for signs that your child may be being bullied. These may include;

- Unwillingness to go to school or to take a particular route to school
- Falling standards of work
- Arriving home with clothes or equipment damaged
- Becoming aggressive, surly or unreasonable
- Changing eating patterns or refusing to eat
- Becoming withdrawn or anxious
- Developing minor ailments
- Asking for extra money or stealing
- Unexplained bruises or cuts
- Crying at night, nightmares or bed wetting
- Bullying of siblings or other children
- Refusing to discuss what is wrong

There may well be other reasons for such behaviour but should you suspect that your child is being bullied, give reassurance of your support and contact the school immediately.

**Do not encourage your child to retaliate as this often makes the situation worse.**

#### The school;

The school takes the following action to prevent bullying;

- ◆ Regular promotion of the Behaviour Policy, Code of Conduct and Anti-Bullying Policy through class lessons, assemblies and break-times
- ◆ Use of circle time, R time, and SEAL activities to explore the problems encountered in the bullying situation.
- ◆ Provision of advice and training for all staff in the management and prevention of bullying
- ◆ Involving parents of both the bully and the victim to support the children.
- ◆ The School Council is a group that the victim/bully can approach for support. They meet regularly with the designated member of staff to suggest ways of improving the school, including any on-going bullying situations.
- ◆ The school provides a bully box for confidential information
- ◆ Reinforcing positive behaviour through reward and praise
- ◆ Promotion of sociable use of leisure time through a range of lunchtime and out-of-school hours activities
- ◆ Ensuring good supervision during play times including the use of play coaches.
- ◆ Maintaining and improving the safe play opportunities within the school grounds
- ◆ Involving pupils in the setting of rules for behaviour
- ◆ Carefully monitoring bullying incidents by recording in the Incident Book in the Headteacher's room.
- ◆ School will use outside agencies e.g. Family Steps to help support children with difficult relationships.

It is recognised that incidents of bullying can be complex issues that will require sensitive handling. Each incident will be dealt with according to the situation and the individuals involved. Bullies are often being bullied themselves by others or are unhappy for other reasons. As such, both the bully and the victim will need support in order to solve the problem. Everyone involved will be given a chance to change their behaviour for the better.

Most incidents can be solved through mediation where both parties are brought together with a member of staff. Where there is a need for confidentiality, counselling both parties is a more suitable way of helping to resolve a problem.

Bullies need to develop more positive social skills and victims need to learn strategies for dealing with anti-social behaviour and how to keep safe.

The school undertakes to act strongly to deal with any bullying incidents. However, in line with our Behaviour Policy, should the bullying persist then stronger sanctions would be applied as a last resort.

### **UNACCEPTABLE BEHAVIOUR**

The school community believes that the following types of behaviour are unacceptable

- \* Fighting
- \* Bad language
- \* Shouting and verbal abuse
- \* Bullying
- \* Bad manners
- \* Being untruthful
- \* Racism
- \* Sexism
- Homophobic language
- \* Wilful damage to school and personal property
- \* Stealing
- \* Introduction of harmful substances or unsuitable materials onto the school premises
- \* Persistent failure to meet the school's expectations

**Any of these forms of behaviour are treated seriously by staff. A series of agreed and understood sanctions will be applied fairly and consistently by all staff.**

### **SANCTIONS**

- \* The behaviour cloud system
- \* First Verbal warning
- \* Second verbal warning
- \* 5/10 minutes off break of Lunchtime
- \* Sent to work in another classroom, parents informed
- \* Sent to Head teacher. Meeting arranged between child, parent and class teacher
- \* Meeting between child, head teacher and parents to discuss the matter. Chair of Governors informed.
- \* Letter sent home signed by Chair of Governors
- \* Suspension from school for a fixed period
- \* Permanent exclusion according to LA guidelines

Permanent exclusion is seen as a last resort

Policy adopted: February 2000

The Governing Body will review the policy every three years

Date of review: April 2016 Date of next review: April 2018