



Anti-Bullying Policy

Rationale

Pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Aims

- For everyone to feel welcome, secure and happy
- For everyone to be treated with respect and sensitivity
- That any bullying incidents will be dealt with quickly and effectively

Broad Guidelines

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened. Bullying is repeated over time. Bullying makes those bullied feel powerless to defend themselves.

Why it is important to respond to bullying

- Bullying Hurts!
- Everybody has the right to be treated with respect
- Everybody has the right to feel happy and safe
- No-one deserves to be a victim of bullying
- Bullies need to learn different ways of behaving

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money / goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse)
- Mobile threats by text messaging and calls
- Misuse of associated technology ie: camera and video facilities including those on mobile phones
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focusing on the issues of sexuality or perceived sexual orientation)

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

- Changes their usual routine
- Is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts screaming

- Threatens or attempts suicide
- Threatens or attempts self-harm
- Threatens or attempts to run away Cries themselves to sleep or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Has unexplained cuts or bruises
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Give improbable excuses for their behaviour

What causes bullying?

People bully for different reasons. These reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big / clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

At Stubbings we recognise the need to also support the person doing the bullying.

We will prevent bullying by:

- Developing an effective anti-bullying policy and practice appropriate to the needs of our very young children.
- Regular praise of positive and supportive behaviour by all staff
- Work in school which develops empathy and emotional intelligence (SEAL)
- Any incidents treated seriously and dealt with immediately
- Consistent approach to behaviour throughout school by all staff

All pupils will be supported by:

- Golden Rules
- Playground Friends/ Buddies
- Friendship groups
- SEAL programme
- Circle time

- Rewards & certificates
- Class charters
- Home School Agreement
- Anti – Bullying week
- Positive Behaviour policy

Our school will respond promptly and effectively to reported incidents of bullying.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- All incidents of bullying will be reported to the Headteacher
- The Headteacher will interview all concerned
- A clear account of the incident will be recorded
- and will be logged on CPOMs
- Families will be kept informed
- Staff witnessing an act of bullying will do all they can to support the person or persons who are being bullied
- Staff will support all parties to understand that this is not acceptable to be bullied, to be the recipient of bullying, and that school will deal with the situation very seriously
- Families will be informed of any bullying that is affecting their child
- Incidents of bullying will be reported to the Governing Body
- Subsequent actions in response to the incident(s) will be planned in consultation with all parties concerned

Conclusion

At Stubbings, we will ensure the school is a safer and happier environment, in which positive attitudes, behaviour, and relationships and have a positive impact on learning and achievement.

Written/amended: July 2017

Next review date: July 2020