

## Anti - Bullying Policy including Cyber Bullying

### Rationale

Every child has the right to be educated in a safe and caring environment. Bullying of any kind is unacceptable to our school and our aim is to create an environment where bullying will not be tolerated.

All members of the school are expected to treat each other with consideration and respect. The school will react firmly and promptly to cases of bullying.

### Definition of Bullying

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can take many forms, but the 3 main types are: -

- ✚ Physical - hitting, kicking, taking belongings
- ✚ Verbal - name calling, insulting, making offensive remarks - including those about race, sex and special education, technology/cyber bullying
- ✚ Indirect - spreading nasty stories about someone, exclusion, Cyber bullying. from social and social media groups, being made the subject of malicious rumours.

(Taken from 'Bullying: Don't Suffer in Silence,' a DFES publication).

Children/parents must be encouraged to report bullying in school to a teacher or staff member.

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

We do not consider bullying to be: -

- ✚ An isolated incident
- ✚ A falling out
- ✚ A 'one off' disagreement

We see bullying as a shared problem. We aim to encourage all members of our school to recognise bullying, acknowledge its unacceptability and report it.

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### Aims of the Policy

- ✚ To assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- ✚ To make it clear that all forms of bullying are unacceptable.
- ✚ To enable everyone to feel safe whilst at school and encourage pupils to report incidences of bullying.
- ✚ To deal effectively with bullying.
- ✚ To support and protect targets of bullying and ensure they are listened to.
- ✚ To help and support bullies to change their attitudes as well as their behaviour and to help them understand why it needs to change.
- ✚ To make governors, teaching and non - teaching staff, pupils and parents aware of their role in fostering the knowledge and attitudes which will be required to achieve these aims.

### **For Parents/Carers and Teachers.**

#### Recognising the signs

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school

- doesn't want to go on the school/in the taxi
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- 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 under perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for 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 taken seriously and investigated as soon as possible.

### **The Role of Parents**

If as a parent you become aware of and are concerned by any of this behaviour, and you think your child is being bullied: -

- ✚ encourage him/her to talk about the problem.
- ✚ reassure him/her of your support.
- ✚ try to listen calmly and not overreact.
- ✚ attempt to find out when and where the bullying takes place. Is there a pattern?
- ✚ contact the class teacher/ head teacher to discuss the problem.
- ✚ work with the school to support your child.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

**Strategies for preventing bullying include: -**

1. All staff will make pupils aware of the problems that can be caused by bullying. This is to be achieved through:
  - ✚ Whole school assemblies
  - ✚ Class discussions
  - ✚ Group discussions
  - ✚ Talking to individuals.
2. The theme of bullying is integrated into circle time and through PSE Curriculum.
3. Buddy System to help with minor playground issues in order to avoid small problems growing into larger ones.
4. A regular themed week to take place each year to highlight the effects of bullying ( Anti - Bully Week )
5. Class rules are established at the beginning of the school year which promotes positive behaviour. These rules are regularly referred to throughout the year.
6. Cyber - bullying is discouraged as children are not allowed to access 'Chat Rooms' or the internet without an adult being present. Children are not allowed to be in possession of mobile phones during the school day.
7. An open - door policy for parents in the school.

**All members of staff, teaching and non - teaching, should deal with any incident of suspected or observed bullying by taking the following steps: -**

1. Talking to the pupil and giving reassurance.
2. Taking action appropriate at the time.
3. Investigate further if it is necessary.
4. Adopt a strategy to help the bully (bullies) change their behaviour.
5. In cases of serious bullying record the incidents and inform head teacher.
6. In serious cases inform parents and ask them to attend a meeting to discuss the problem.
7. Consult police liaison if necessary and appropriate..

**Outcomes**

1. The bully ( bullies ) may be asked to genuinely apologise. Other consequences may take place.
2. If possible the pupils will be reconciled.
3. Referral to external agencies may be made with parental consent.
4. In extreme and serious cases, suspension or even exclusion will be considered.
5. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### **Staff Responsibilities**

- ✚ To implement procedures to confront bullying in any form.
- ✚ To listen to all parties involved objectively.
- ✚ To investigate as fully as possible
- ✚ To take appropriate action or refer to the Head teacher for further action.
- ✚ To inform parents of bullying incidents.
- ✚ To retain records for monitoring purposes.

### **The Role of the Governors**

- ✚ the governing body supports the head teacher and staff in all attempts to eliminate bullying from our school.
- ✚ The governing body requires the head teacher to keep records of serious bullying incidents and to report to the governors about the effectiveness of school anti - bullying strategies.

### **Monitoring/Evaluation and Review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be implemented throughout the school.

Signed by:

Date: