



We can, and we will, live like Jesus asked us to live
by loving God and by loving others.

Statement of Intent

We endeavour to create a safe and stimulating environment where everyone knows that they are valued as God's children. Every person has the right to be treated with respect and each person has the responsibility to treat others in the same way. The vision for our school is lived out so that children are encouraged and enabled to have the confidence and strategies to speak up and **TELL** of any bullying experiences, knowing that positive and fair action will be taken.

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.

Definition of Bullying

Bullying is the form of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is normally more than one incident directed at the same child.

Forms of bullying

Different forms of bullying can be seen within the seven identified types of bullying. Forms of bullying include:

Physical: This can include physical harm such as unprovoked punching or pushing, being made to give money or belongings, or forcing a child to act against their will.

Verbal: Verbal bullying can include being teased in a nasty way, being called 'gay' in a derogatory way, being insulted about race, religion or culture, being called names or being the subject of offensive comments without provocation.

Emotional: This can include being deliberately excluded from groups or ignored, or being the subject of tales or rumours.

Electronic /'cyberbullying': Developments in technology have provided new opportunities for inter-relational conflict and harassment, commonly called cyberbullying. As with any form of bullying, cyberbullying is driven by a desire to cause hurt. This form of bullying includes verbal or indirect bullying via text message, email, instant messenger services or social network sites or images spread via the internet or mobile phones.

Racist: racial taunts, graffiti, gestures

Sexual: unwanted physical contact or sexually abusive comments

Homophobic: because of or focussing on the issue of sexuality

We tell the children to use the acronym STOP:

Several

Times

On

Purpose

Children should then:

Start

Telling

Other

People

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 or 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's wrong
- gives improbable excuses for any of the above

- is afraid to use the internet or mobile phone
- is nervous & 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

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour

Anti-bullying Ambassadors (Our Chaplaincy Team)

1. Ambassadors work during break times and dinner times to help stop any disagreements and bullying type behaviour out on the playground and in shared areas around school
2. The Ambassadors work from an agreed rota
3. Ambassadors will sort out incidents on the playground and will record these in the book kept in the school office
4. This book is monitored by members of staff on a regular basis to help identify patterns of behaviour
5. Ambassadors will pass on serious incidents to the Anti-bullying Ambassador managers or a member of SLT.

Outcomes

If a child is found to be a bully:

- An incident form will be written which states what the child has done and what action is to be taken.
- A copy of this report will go to the headteacher.
- The pupil will be required to make a full and proper apology to the person that has been bullied.
- Pupils parents or carers will be informed and may be asked to come into school to discuss it further.
- The pupil will be given support to modify future behaviour.
- Playtimes may be restricted.
- There may be loss of privileges.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. If there is a re-occurrence, a behaviour contract will be set up and there will be close monitoring. If there is still no improvement, there will be a pre-exclusion meeting with parents/carers.

Prevention

We will take opportunities as a school to address bullying issues and educate pupils about the possible impacts of this behaviour upon someone else. This might be through:

- 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
- making up role-plays
- having discussions about bullying and why it matters

Bullying after school:

Whilst the school is not responsible for the behaviour of the children outside school hours, we feel the behaviour reflects upon us. We will therefore take any incidents which occur within the community seriously and, where appropriate, will follow school procedure as above. Cyber bullying through text, phone calls or through social networking sites will be investigated at school and parents will be expected to discuss and monitor the issue with their child.

Links with other policies

Behaviour Policy
Safeguarding Policy
Acceptable Use of IT Policy
Cyberbullying and Internet Safety
Equalities Policy
PSHE and Citizenship Policy
Confidentiality Policy

HELP ORGANISATIONS:

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| Advisory Centre for Education (ACE) | 0808 800 5793 |
| Children's Legal Centre | 0845 345 4345 |
| KIDSCAPE Parents Helpline (Mon-Fri, 10-4) | 0845 1 205 204 |
| Parentline Plus | 0808 800 2222 |
| Youth Access | 020 8772 9900 |
| Bullying Online | www.bullying.co.uk |

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

