

Athersley South Primary School

Anti-Bullying Policy

(revised January 2019)

..... January 2019

Signed Head Teacher

..... January 2019

Signed Chair of Governors

Anti – Bullying Policy

At Athersley South Primary School we are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. This is their right.

Bullying of any kind is totally unacceptable at our school.

If bullying does occur, all children should feel confident in being able to tell an adult or friend and know that the incidents will be dealt with promptly and effectively in a consistent and fair manner.

We want to encourage a ‘telling approach’ in our school so that anyone who knows that bullying is happening is expected to tell the staff. This might be an individual or the friend of another child.

The purpose of our policy and approach is to promote consistency and to create a climate in which all types of bullying are regarded as totally unacceptable.

What Is Bullying?

Bullying is the **persistent** use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim and those associated with them.

Bullying can be -:

- Emotional - being unfriendly, excluding, tormenting.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Racist - racial taunts, graffiti, gestures.
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - behaviour or language which makes a young person feel unwelcome or marginalised because of their actual or perceived sexual orientation.
- Verbal – name calling, sarcasm, spreading rumours, teasing.
- ‘Cyber bullying’ - the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. As a school we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.

Policy Aims

- ✚ To promote a secure and happy school environment free from threat, harassment and any type of bullying behavior including homophobic and cyber bullying.
- ✚ To create a positive school ethos which encourages children to disclose and discuss incidences of bullying behaviour.
- ✚ To take positive action to prevent bullying from occurring and to develop effective procedures to investigate and deal with bullying behavior should it be identified or reported.
- ✚ To show commitment to overcoming bullying by practising zero tolerance.
- ✚ To inform children and parents of the school's expectations via newsletters and policies on the website and to foster a productive partnership which helps maintain a bully-free environment.

Some Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and they should investigate if a child -:

- Is frightened of walking to or from school;
- Begs to be driven to school or changes their usual routine;
- Is unwilling to go to school, attendance becomes spasmodic or truanting occurs;
- 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;
- Standards of school work slip noticeably;
- Goes home with clothes torn or equipment damaged;
- Has possessions which go 'missing';
- Asks for money or starts stealing money;
- Has unexplained cuts or bruises;
- Becomes aggressive, disruptive or unreasonable;
- Is bullying other children or siblings;
- Stops eating;
- Is frightened to say what's wrong or doesn't want to discuss the problem;
- Gives improbable excuses for any of the above.

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

Staff Responsibilities

- To listen to all parties involved in any incidents and to investigate as fully as possible.
- To adopt a calm, unemotional problem-solving approach when dealing with incidents of bullying behaviour reported. In any incident of bullying or alleged bullying, the member of staff will speak separately to the children involved, in an attempt to get both sides of the story. All interviews will be conducted with sensitivity and with due regard to the rights of all the children concerned. Children who are not directly involved can also provide useful information in this way.
- To take appropriate action, or to refer the matter to a senior member of staff for further action or investigation.
- To record all bullying incidents investigated in SIMS.net in line with school policy.
- To inform parents of bullying incidents and the action taken to resolve the situation so that they are in a position to help and support their child.
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying behaviour.
- To foster by example the values we as a school believe in.
- All non-teaching staff are expected to report all incidents of bullying behaviour witnessed by them to a member of the teaching staff.
- All reports of bullying will be investigated and dealt with by a member of staff. In that way children will gain confidence in 'telling'. This confidence factor is of vital importance.

Possible Outcomes

1. The bully may be asked to genuinely apologise.
2. Other sanction may be used in line with our school behaviour policy.
3. If possible the children will be reconciled.
4. After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. Parents are to be informed of any outcomes either verbally or in writing.
6. In serious cases, exclusion or even permanent exclusion will be considered.