



## ANTI-BULLYING POLICY

### Introduction:

#### What is bullying?

- Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.
- Bullying can take different forms as detailed below.
- Bullying is intentional and repeated over time.
- Bullying makes those being bullied feel powerless to defend themselves.

#### Why are we against bullying?

- Everyone has the right to feel welcome, safe, secure and happy
- We should treat everyone with consideration
- If bullying happens it will be dealt with quickly and effectively
- It is important to tell someone

bullying of any kind is unacceptable at Haslam Park Primary School.

#### 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, unnecessary physical contact.
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chat room 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 focussing on the issue of sexuality)

## **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;

- Is frightened of travelling to or from school e.g. changes route, doesn't want to go on the school / or begs to be driven to school.
- Changes their usual routine.
- Is unwilling to go to school (school phobic), begins to truant or feels ill in the morning.
- Becomes withdrawn, anxious, shy or lacking in confidence.
- Becomes aggressive, abusive, disruptive or unreasonable.
- Starts stammering.
- Threatens or attempts self harm or suicide.
- Threatens or attempts to run away.
- Cries themselves to sleep at night or has nightmares.
- Performance in school work begins to drop.
- Comes home with clothes torn, property damaged or 'missing', dinner or other monies continually 'lost'.
- Asks for money or starts stealing money.
- Has unexplained cuts or bruises.
- Comes home 'starving' or noticeable changes in eating habits.
- Bullying others.
- Is frightened to say what is wrong.
- Nervous or jumpy when a cyber message is received/ Afraid to use the internet or mobile phone.
- Gives improbable excuses for their behaviour.

Many of these signs and symptoms can also be indicators of other safeguarding issues and this should be born in mind when investigating possible bullying.

## **What causes Bullying?**

People bully for different reasons.

The 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)

## **How can we prevent Bullying?**

All members of the school community have a clear understanding that bullying, in any form, is not acceptable.

This will be done by:

- Developing an even more effective behaviour management which includes anti-bullying policy and practice, that pupils, staff, parents and governors are aware of and fully support.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence (Jigsaw, SMSC curriculum)
- Any incidents treated seriously and dealt with immediately.
- The school to increase the profile of the anti-bullying week each year.
- Anti Bullying will be discussed by School Council regularly.

## **Why is it 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.

## **Review**

This policy is reviewed annually in line with Behaviour policy.

**PROCEDURES IN SCHOOL FOR REPORTING BULLYING  
PATHWAYS OF SUPPORT**

Child is bullied

**Step 1**

Student personally approaches:  
Class Teacher  
Support Staff

**Step 1**

Member of staff/parent reports observed inappropriate behaviour to member of teaching or support staff.

**Step 2**

Pupil meets with class teacher for re-assurance and support  
A clear and accurate account is recorded and placed in pastoral file/SIMS  
Discussion of the facts  
Suggested ways forward

**Step 3**

Class Teacher discussion discussion/Interview (with all parties if felt appropriate)  
Actions agreed and noted on SIMS  
Possible actions:  
Parents informed  
Short term review of action taken and success

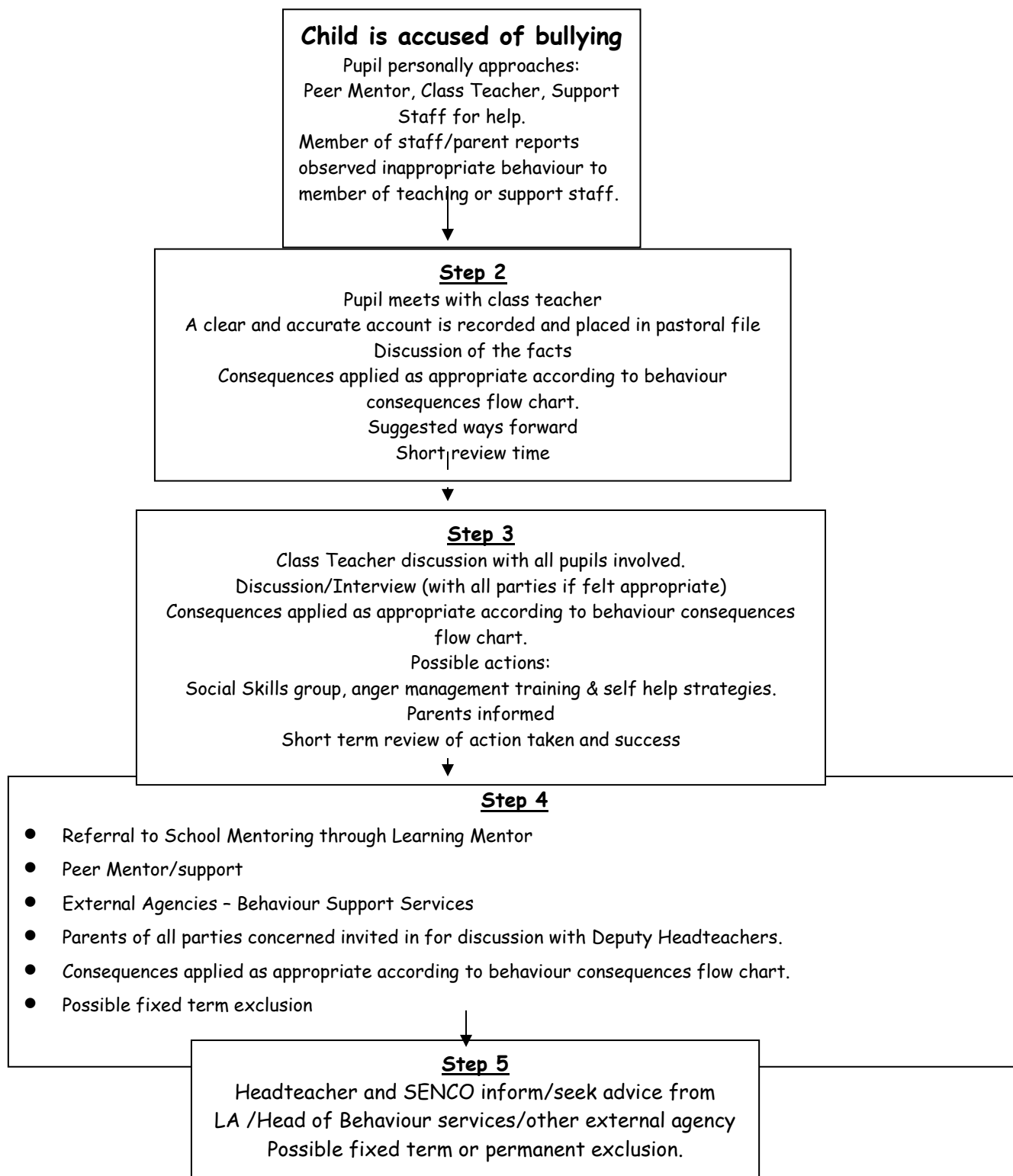
**Step 4**

- Referral to Mentoring through school Learning Mentor
- Peer Mentor/support
- Parents of all parties concerned invited in for discussion with Deputy Headteachers.

**Step 5**

Headteacher and SENCO inform/seek advice from LA /Head of Behaviour services/other external agency

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## **Support Agencies September 2016**

**Anti-bullying Alliance** - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues

[www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

### **Kidscape**

[www.kidscape.org.uk](http://www.kidscape.org.uk)

02077303300

**Childline** – advice and stories from children who have survived bullying

0800 1111

<https://www.childline.org.uk/>



### **Bullying on line**

[www.bullying.co.uk](http://www.bullying.co.uk)

**Parentline Plus** – advice and links for parents

[www.familylives.org.uk](http://www.familylives.org.uk)

08088002222

## **Useful sources of information**

**Stonewall** - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen.

[www.stonewall.org.uk](http://www.stonewall.org.uk).



**Think U Know** - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)