



## Anti-bullying policy

### Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms including cyber-bullying via text messages or the internet.

Section 89 of the **Education and Inspections Act 2006** states that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. Head teachers should ensure that pupils behave when they are not on school premises or under the lawful control of school staff.

This policy has been written according to the following legislation:

**The Equality Act 2010** makes it unlawful for a school to discriminate, harass or victimise others because of race, disability, gender, age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation.

Under the **Children Act 1989** a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm.'

**Malicious Communication Act 1988** states that it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety.

### Employer's duties

- Employers are responsible under the Health and Safety at Work, etc Act 1974 for the health and safety of non-employees, such as pupils, who are at the workplace. They are required to do all that is reasonably practicable to protect their health and safety.
- Employers also have a common law duty of care to pupils in school. They are required to take reasonable care.
- The statutory and common law duties are discharged if reasonable precautions are taken to prevent bullying in schools and there are procedures in place to record any incidents that do take place and procedures to take appropriate action to stop further incidents.
- Employers should give employees who are responsible for implementing a school's anti-bullying procedures whatever information and training is necessary.

### Employee's duties

- Employees must take care for the reasonable care for the health and safety of others at work.
- Employees must co-operate with the employer in health and safety matters.

## What is bullying?

Bullying is deliberately hurtful behaviour repeated over a period of time. Ofsted defines bullying as aggressive or insulting behaviour by an individual or group, **often repeated over a period of time** that intentionally hurts or harms. It is difficult for victims to defend themselves against it.

Bullying can include

- Name calling
- Malicious gossip
- Teasing
- Intimidation
- Ostracising
- Theft
- Damaging someone's property
- Violence and assault
- Jostling, pinching and kicking
- Extortion

## Symptoms of bullying

Early signs that a child is being bullied could be:

- The child becoming withdrawn
- A deterioration in the child's work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness or anxiety
- The child wanting to remain with adults
- Sudden outbursts not in common with the child's normal behaviour

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Victims can become depressed and this can continue into their adult lives. They can want to take their own lives.

## Behaviour Policy

This policy supports the anti-bullying policy and outlines:

- The schools expectations of behaviour
- The range of sanctions
- The systems of rewards for good behaviour

## Preventing Bullying

In order to create a safe and inclusive environment where pupils can openly discuss the cause of their bullying, without fear of further bullying or discrimination we will:

- **involve parents** to ensure that they are clear that the school does not tolerate bullying and are aware of the procedures to follow if they believe that their child is being bullied. Parents will feel confident that the school will take any complaint about bullying seriously and resolve the issue in a way that protects the child.
- **involve pupils** so they understand the schools' approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders.

- **regularly evaluate and update** our approach to take account of developments in technology
- **implement disciplinary sanctions** so the consequences of bullying reflect the seriousness of the incident and so that others see that bullying is unacceptable
- **openly discuss** differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as looked after children or those with caring responsibilities
- **draw on the experience and expertise** of anti-bullying organisations with a proven track record and / or specialised expertise in dealing with certain forms of bullying
- **provide effective staff training** so all staff understand the principles and purpose of the school's policy, its legal responsibilities regarding bullying, how to resolve problems, and where to seek support.
- **work with the wider community** such as the police and children's services where bullying is particularly serious or persistent and where a criminal offence may have been committed.
- **make it easy** for pupils to report bullying so that they are assured that they will be listened to and incidents acted on.
- **celebrate success** as an important way of creating a positive school ethos around the issues.

### **Curricular approaches to bullying**

In dealing with bullying we aim to:

- Raise awareness about bullying and the school's anti-bullying policy
- Increase understanding for victims
- Teach pupils about their relationships with others through the curriculum
- Promote emotional literacy through the PATHS programme

### **Strategies to combat bullying**

We aim to include the following in our teaching:

- Friendship and social skills
- Support groups
- Mediation by adults
- Mediation by peers

### **Friendship and social skills**

These sessions aim to increase insight into a pupil's feelings and/or behaviour. Woodland learning sessions focus on social skills, self-esteem and team building opportunities and form part of our PSHE teaching.

### **Support Groups**

A support group for a bullied pupil will be set up to include those involved in the bullying. The aim is to get the bully to identify with the victim and then to help resolve the problem.

## **Mediation by adults**

Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school.

## **Formal Action**

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's discipline policy.

- Removal from the group
- Withdrawal of break or lunchtime privileges
- Parental Involvement
- Internal exclusion
- Fixed period exclusion

In the case of provable, persistent and violent bullying we will normally seek to permanently exclude the bully.

## **Dealing with bullying incidents**

In dealing with bullying incidents, we will observe five key points.

- We will not ignore bullying.
- Staff will not make premature assumptions.
- All accounts of the incidents will be listened to fairly.
- We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves.
- We will follow up to check bullying has not resumed.

## **Records**

The school will keep records of all incidents and the school's response. The Head Teacher must be informed and will log details in the file kept in her office. Bullying incidents will be reported to the Governing body anonymously.

## **Advice to bullied pupils**

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSHE sessions. Consideration will be given to Looked after children or other vulnerable children who may need extra nurture and intervention strategies.

During a bullying incident, pupils will be advised to:

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away

After they have been bullied, pupils should:

- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What they have done about it already

### **The role of parents**

Bullying is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone. When, after discussion, we confirm a child has been bullying we will contact the parents to discuss the issues. We will ask parents to:

- Talk to the child and explain that bullying is wrong and makes others unhappy
- Show the child how to join in with others without bullying
- Make an appointment to see the child's teacher as soon as possible, and explain the problem and discuss how the school and the parents together can stop the bullying
- Talk to the child regularly about how things are going at school
- Give the child lots of praise and encouragement when they are being kind and considerate to others.

Following discussions sanctions and outline plans will be agreed.

We will monitor the bullying child's behaviour and further incidences of bullying may result in exclusion.

We will ask parents to contact the school if they suspect their child is being bullied.

Parents of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
- Make a note of what the child says
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher as soon as possible.


This policy has been reviewed and adopted by the full Governing Body at the meeting on: 23.03.19

**Date for review - 23.03.20**

This policy has been reviewed and adopted by the full Governing Body at the meeting on:

Signed and dated by:

The Headteacher

Kathryn Jackson  23.03.2019

and

The Chair of Governors  23.03.2019

Anne Cottingham