

## **ANTI-BULLYING**

### **Aims of this Policy**

The school aims to develop pupils as individuals and as members of the community with positive attributes of co-operation, empathy, justice, self-discipline and tolerance.

The school aims to ensure that everyone involved in the life of this school understands that bullying in any form will not be tolerated.

### **What do we mean by Bullying?**

Bullying is an intentional act of aggression causing embarrassment, pain or discomfort to another. It can take many forms:

- physical or verbal
- gesture
- exhortation
- exclusion

Bullying is an abuse of power and may involve individuals or groups.

### **Pupils' Rights**

Every pupil has the right to:

- take pride in being an individual who is different from everyone else
- to live in peace and safety
- not to be bullied
- to tell an adult if someone or something is making them unhappy
- to say 'no' and mean it when an action, word or deed causes them distress
- to walk or run away without being seen as cowardly

### **Adults' Rights**

Every adult has the right to:

- work in peace and safety
- be valued as an individual
- get on with their work
- to say 'no' and mean it if an action, word or deed causes them distress
- not to be bullied
- expect that pupils and parents will give them the opportunity to solve problems of bullying by carrying out their responsibilities

### **Parents' Rights**

Every parent has the right to:

- expect that all reported incidents of bullying are dealt with efficiently and in a caring manner
- be welcomed into school to discuss a problem of bullying and the school's response to it
- be informed if their child is involved in serious bullying situations and kept informed of actions being taken to resolve the situation

### **Responsibilities of Pupils**

The school expects all pupils to:

- not tolerate any form of bullying
- not to be afraid to report bullying
- to help stop others from bullying

### **Responsibilities of Adults**

The school expects all adults to:

- investigate every incident of reported bullying
- support both victims and perpetrators of bullying
- listen to all sides in an atmosphere of openness and concern
- put procedures into place to ensure that all incidents of bullying in the school community are investigated in a thorough, fair and respectful manner

### **Responsibilities of Parents**

The school expects all parents/carers to:

- work with their children to create an attitude of tolerance and respect for others
  - inform the school of problems as soon as possible
  - accept responsibility for incidents that start or develop outside school
  - allow the school sufficient time to tackle the problem
  - work with the school to resolve problems of bullying
  - accept that occasionally, outside agencies may need to be involved to solve t
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- **Signs of Bullying** (there may be more)
  - unwillingness to go to school
  - fear of travelling to/from school
  - changing route to school
  - work deteriorates
  - damaged property is brought home (books, personal possessions)
  - withdrawn behaviour
  - stammering starts
  - eating stops
  - crying at night
  - bed wetting
  - nightmares
  - unexplained minor injuries
  - lost possessions
  - asking for money
  - stealing money
  - refusing to admit there is a problem
  - suicide attempts (or threats)

## **School Response to Bullying**

### **Availability and Listening**

It is important that all children know they will be listened to. This is time-consuming and has implications for the management of teaching time. It is preferable though, that the teacher who receives the initial report is the one who pursues it in the first instance.

### **Investigation**

This too is time consuming but all reported incidents of bullying should be investigated as soon as possible and thoroughly. Interviews should take place in a quiet place and be conducted in private (it may be appropriate to have two adults present). To ensure accuracy, brief notes should be taken at the time. The teacher must remain objective.

### **Reporting**

The Head teacher should be informed of the incident as soon as possible and a Bullying Incident form should be completed by the teacher/adult. This form will be kept in the Behaviour File, held in the Head teacher's Office. The Head teacher will decide if parents are to be informed. In the Head teacher's absence, the Deputy Head teacher will make this decision.

Racist remarks are reported by the Head teacher to the Governing Body through the Head teacher's Report.

Allowing all children involved to also make a written record of events is important but not as much as allowing time to talk. A report should be written, if the child wishes to, as soon as possible. Literacy support can be given.

### **Response**

Adult responses should be positive and should encourage positive models of behaviour. The needs of all the children involved in an incident should be identified and, if appropriate, positive strategies and programmes should be put into place.

### **Follow-up**

Following up an incident is essential to ensure the problem has been dealt with and is not recurring. It is also important for identifying further action or changes in strategy.

### **This policy statement has taken account of the following recommendations and guidance:**

The Race Relations (Amendment) Act 2000

The 'Stephen Lawrence Inquiry Report' Macpherson 1999

'Inclusive Schools, Inclusive Societies Richardson and Woods, Trentham Books 1999

The Use of Force to Control or Restrain Pupils (Management Handbook 2.7.10)

Policy and Procedure Relating to the Prevention of Violence/Aggression Towards Employees in Education Establishments (County and Controlled Schools) Governors' Handbook Item 2.7.9.)

This Policy should be read in conjunction with the School's Behaviour Policy, Single Equality Scheme, Race Equality and Racial Harassment Policies.

Regard should also be given to the DfCSF 'The Use of Force to Control or Restrain Pupils, issued by the Authority November 2007 (found in pupil Welfare Policies – HT Office).

A model Bullying Incident Report Form is included in appendix A.

This Policy was reviewed and produced following full consultation with pupils, parents and Governors in our school and will be reviewed in September 2015.