

Statement of Intent

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. Bullying of any kind is unacceptable and will not be tolerated at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell an adult. DfE Guidance – Preventing and Tackling Bullying is used as a reference guide.

What Is Bullying?

Bullying is repeated behaviour which makes other people feel uncomfortable or threatened. Bullying is often about power. Victims often feel powerless to stop it without support.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual, unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber: All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls

Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving and understand their responsibilities with regard to the choices they make.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

All teaching and non-teaching staff, pupils and parents and members of the Academy Council should have an understanding of what bullying is.

All teaching and non-teaching staff, pupils and parents and members of the Academy Council 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 procedure is on bullying, and what they should do if bullying arises – **key information poster**

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.

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
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- 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
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- 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
- 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
- attempts or threatens suicide or runs away

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. A child need not display all these signs or behaviours.

Procedures

1. Report concerns of bullying incidents to an adult

2. In cases of 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. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. Support will be given to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place e.g. circle times, meeting with families concerned.
- 2) In serious cases fixed term exclusion may need to be considered
- 3) If possible, the pupils will be reconciled through a Restorative Solutions approach and followed up with Rights and Responsibilities learning
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 5) Information will be shared with all staff to ensure careful monitoring.

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying, as and when appropriate, these may include:

- Writing charters – learning zone, play and lunchtime
- Signing a behaviour contract
- Positive reinforcement of appropriate behaviours
- Writing stories or poems or drawing pictures about bullying and friendship
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays (or using KIDSCAPE role-plays)
- Having discussions about bullying and why it matters
- Classroom practice to encourage and develop collaboration and co-operation – through a Rights and Responsibilities approach and Restorative Solutions

HELP ORGANISATIONS:

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.

This policy uses the sample policy from Kidscape- Thank you

Date: June 2014 – interim review with AC

Reviewed date: June 2016

Review date: July 2017 or sooner if required

Signed

Principal:

Chair of Academy Council: