

## ANTI-BULLYING POLICY

### Statement of Intent

The Governors and staff are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TALKING & LISTENING* school. This means that *anyone* who knows that bullying is happening is expected to tell any member of staff or an older student who can pass the information on.

### What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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 and internet chat room misuse, mobile threats by text messaging and 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. Students who are bullying need to learn different ways of behaving.

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

### Objectives of this Policy

- All teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

---

**Our Aim: 'Outstanding Progress for All'**

**Approved:** 09.07.2019

**Next Review:** Summer Term 2023

## 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
- does not want to go on public transport
- begs to be driven to 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
- attempts or threatens suicide or runs away
- 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 or books damaged
- 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
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

If you know someone is being bullied:

## Procedures

1. Report bullying incidents to staff – these will be recorded.
2. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
3. If necessary and appropriate, police will be consulted.
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
5. An attempt will be made to help the bully (bullies) change their behaviour.

---

**Our Aim: 'Outstanding Progress for All'**

**Approved:** 09.07.2019

**Next Review:** Summer Term 2023

## Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, the bully (bullies) may receive fixed-term or permanent exclusion.
3. If possible, the pupils will be reconciled – using restorative justice.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## HELP ORGANISATIONS:

|   |  |
|---|--|
| Advisory Centre for Education (ACE) 020 8888 3377 | <a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>                       |
| Coram Children's Legal Centre 020 7713 0089       | <a href="http://www.childrenslegalcentre.com">www.childrenslegalcentre.com</a> |
| KIDSCAPE Parents Helpline 020 7823 5430           | <a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a>                   |
| Parentline Plus 0808 800 2222                     | <a href="http://www.familylives.org.uk">www.familylives.org.uk</a>             |
| Youth Access 020 8772 9900                        | <a href="http://www.youthaccess.org.uk">www.youthaccess.org.uk</a>             |
| Bullying Online 0800 800 2222                     | <a href="http://www.bullying.co.uk">www.bullying.co.uk</a>                     |

This policy has been adapted from Kidscape ([www.kidscape.org.uk](http://www.kidscape.org.uk))

---

**Our Aim: 'Outstanding Progress for All'**

**Approved:** 09.07.2019

**Next Review:** Summer Term 2023