



ANTI-BULLYING POLICY

Person Responsible:	Headteacher
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Signed.....

Date.....



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1. Introduction

We regard bullying by our pupils, in or out of school, as seriously unacceptable behaviour. Apart from upsetting the wellbeing of our pupils, the educational, physical, social and moral development of victims and bullies can be affected. We always take firm action against it if we become aware of it.

2. Aim

Our aim is to:

- Provide an environment where pupils feel safe and happy without fear of being bullied.
- Teach pupils what is considered acceptable behaviour and why.
- Be seen by parents and the community to be proactive in discouraging bullying.

3. Definition of Bullying

What do we understand as bullying?

- It is where an individual or group is put into a situation in which they find it difficult to defend themselves.
- It intentionally hurts the victim(s) either physically or emotionally.
- It is not always overt.
- It is often repeated over a period of time.

The three main types are:

- Physical – hitting, kicking, throwing things or taking belongings.
- Verbal – name calling, insulting or racist remarks.
- Emotional – spreading nasty stories.



These are some of the acts which commonly have to be dealt with as bullying behaviour:

- Name calling
- Mocking
- Making offensive comments
- Malicious gossip
- Damaging or stealing property
- Coercion into acts that victims do not wish to do.
- Punching and kicking.
- Jostling
- Teasing
- Intimidation
- Extortion
- Ostracizing
- Sending inappropriate text messages and emails.
- Sending degrading images by mobile phone or internet.
- Producing offensive graffiti.

Forms of bullying can include bullying related to:

- Race, religion or culture.
- Special educational needs or disabilities.
- Physical appearance or health conditions.
- Sexual orientation.
- Carers or cared-for children related to home circumstances.
- Sexism.
- Perceived social status.
- Poorer or unfashionable clothes or lack of equipment through family circumstances.

4. Indicators of Bullying

What signs are there that someone is being bullied?

- Withdrawn
- Deterioration of work
- Spurious illness
- Isolation
- Unwillingness to go out to play
- Desire to remain with adults
- Erratic attendance
- Often late arrival for school
- General unhappiness, anxiety or fear



- Bed wetting
- Behavioural problems including being the bully
- Beware of false accusations to get someone into trouble.

5. Dealing with Bullying

Staff are expected to watch out for signs of bullying and challenge it in whatever form it occurs. They should actively encourage pupils to work against it and to report any incidents. If the bullying persists despite being challenged, staff are expected to report the situation so that a strategy can be formulated to deal with it. Inaction can be seen as condoning unacceptable behaviour.

Some bullying can occur outside school. As this could affect the wellbeing and development of its pupils, the school considers that it has a mandate to take action. However, the agreement and co-operation of parents is to be sought beforehand. If this is not forthcoming, the advice of the Headteacher should be sought. Staff are to discuss acceptable behaviour with pupils and encourage them to report incidents and discuss ways of dissuading the perpetrator(s) with parents.

Doing nothing is to support the activity. Strategies for dealing with bullying are:

- Beware and tackle any racist or sexist language. (Equality and Diversity Policy).
- Give support and discuss the cause and effect with both the victim and the bully. The victim needs self-esteem and self-value. The bully may have issues which prompt the behaviour, which need identifying and resolving.
- Reward non-aggressive behaviour in school through verbal praise, recognition of qualities etc.
- Follow up and support the victim to prevent a reoccurrence.
- Make clear to the parents of the bully the unacceptability of bullying.
- Use peer group pressure and approbation and disapproval.
- Help children to see other point of view.
- Include in INSET or discuss with other staff.

6. Escalation Procedures

If a class teacher detects or receives a complaint about bullying, they are to try to deal it if they can, unless it is serious enough to refer it directly to the Headteacher. (See Behaviour Policy)



- If the problem is unresolved, pupils, parents and teachers can go straight to the Headteacher if they want to.
- If the offence is of a serious enough nature, as described in the Behaviour Policy, the offender(s) should be sent straight to the Headteacher.
- Racially motivated bullying should always be reported to the Headteacher and recorded for reporting to the Board of Governors.
- Records of all incidents and discussions with children should be entered in the Incident book kept in Headteacher's office.
- Parents of offenders and victims should be involved and the actions taken by the school explained.
- The discussion should include why the bullying happened and what can be done to reinforce the no-bullying policy and support the children involved.
- The Headteacher is to record what was discussed and the strategies agreed with parents. An offence is to be entered on a child's record file and a copy is to be given to parents.

If persistent bullying continues despite school action:

- Report the problem to the Governors.
- Carry out the LEA Official complaints procedure.

7. Cyber Bullying

Digital technology allows a bully to remain anonymous and operate from an unknown location 24/7. The bullying leaves no physical scars and is difficult to detect. However, it can cause a very severe reaction in the recipient, including suicide in extreme cases. This is why pupils must be made to feel confident that, if they report an incident to an adult (a) they won't be exposed for having reported it, and (b) robust action will be taken to stop it.

Acronyms are sometimes used by young people whilst using chat rooms and text messages and should be recognised by adults, e.g. POS = Parents Over Shoulder, TUL = Tell You Later. Whilst these are not indicative of bullying in themselves, they do show a wish to be secretive and adults must be alert to potential bullying activity.

Common types of cyber-bullying take the form of sending threatening or abusive messages or images by:

- Text messages ("Bluejacking" is the sending of anonymous text messages over short distances using "Bluetooth" wireless technology).
- Pictures/video-clips via mobile phone cameras.



- Silent or abusive mobile phone calls.
- Stealing the victim's phone and using it to harass others, pretending the victim is responsible.
- Emails, often using a pseudonym or somebody else's name.
- Chat room bullying.
- Instant messaging (IM) using 'MSM' or 'Yahoo Chat' and others.
- Website bullying by using defamatory blogs (web logs), personal websites and online personal "own web space" sites such as Bebo and Myspace and others.

At school pupils should be taught:

- To understand the various technologies
- What sort of risks there are in their misuse.
- What is unacceptable behaviour.
- Know what to do if they, or someone they know, are being cyber bullied.
- Who can be told so that something can be done about it.
- The results of falsely claiming to be bullied.

END



Advice For Pupils

General Advice

- If you are being bullied face to face or have received messages or pictures by mobile phone or internet that upset you, quietly tell any teacher that you trust. They know that they have to find out who is bullying you and stop it.
- If you prefer, ring "Child Line" on 0800 1111 or look at the website www.childline.org.uk
- Don't ignore bullying. It can be stopped.
- Bullying is never your fault.
- The bully or bullies usually have problems of their own, which makes them want to bully others.
- Try to keep calm. If you are frightened, try to show it as little as possible and don't get angry. Either will encourage them to continue.
- Don't say someone is bullying you when they are not, to get them into trouble. You will be found out.

Phone & Internet Advice

- All phone calls nowadays can be traced.
- Get an adult to record your 'voicemail' greeting. Their voice may scare a bully off.
- Don't give personal details online, e.g. where you live, which school you go to, your phone number and email address.
- Save any bullying email, texts or images. Don't delete them. They will be needed to catch the bully and as evidence.
- Make a note of any details of bullying if you can, e.g. who it was, time, date, and details of how the bullying was carried out.
- If phone bullying continues, get your parents to ask the telephone company to change your phone number.
- Don't leave your phone around where others can use it, pretending to be you or steal it.
- Advice on mobile phone and Internet bullying can be found on **www.kidscape.org** and **www.wiredsafety.org**



Immediate Actions

When you receive a bullying phone call or text, there are things you can try immediately:

- When answering your phone, don't give your name and number. Just say "hello"
- If you get an abusive or silent phone call, don't hang up immediately. Instead, put the phone down and walk away for a few minutes. Then hang up or turn the phone off. Once they realise they can't rattle you they may get bored and stop bothering you.
- Use 'voicemail' to check who is calling. Mobiles usually display the caller's number. If you don't recognise it, let it divert to 'voicemail'.
- Don't reply to abusive or worrying text or video messages.
- Turn off incoming messages for a couple of days or put a block on numbers that are causing you problems, if your phone can do it (call barring); they may think you have changed your number.
- Report the bullying to your telephone company which has a number to ring. Their website has details.
- Always tell an adult that you trust, what you are doing so that they can support you.

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