



Polehampton C. of E. Schools Federation

Anti-Bullying Policy

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Document History

Version	Issue Date	Comments	Total pages	Signed by chair of committee
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Anti-bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and is not tolerated. When all issues of bullying are addressed, pupils are able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, **repeated over a period of time**, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting
- 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 and social media misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils must be encouraged to report bullying in schools. 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 the staff.

Statutory Duty of Schools

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Prevention

We aim to create an ethos and environment that prevents bullying from happening. We do this through a whole school approach that permeates all aspects of school life. Within the curriculum we raise awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. Specific strategies may include:

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- Raising children's self esteem by ensuring all children feel included, valued and supported in school and able to achieve.
- Making sure the playground is a safe environment – sufficient staff on duty, playground friends etc.
- Staff providing good role models so children do not experience any adult speaking or engaging in an aggressive, sarcastic or bullying manner.
- Writing a set of class and school rules.
- Signing a behaviour contract.
- Reading stories about bullying or having them read to a class or assembly.
- Making up role-plays.
- Having discussions about bullying and why it matters.
- Discussions at School Council meetings.
- School Council write a Children's Charter for Bullying – see appendix.

Unfortunately, some bullying is likely to occur despite our best efforts to prevent it from happening. We therefore have procedures in place to deal with any issues that arise.

Implementation

The School

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- The class teacher will be informed and he/she will keep appropriate notes so that we can build up a picture of repeated occurrences.
- Punitive measures are used as appropriate and in consultation with all parties concerned, including parents where necessary.
- The Head of School must be informed if there is a racial element and will follow this up with the correct reporting procedures.
- If necessary and appropriate, police will be consulted.
- The Head of School reports any serious bullying incidents to the Governing Body.

Pupils

Pupils who have been bullied will:

- Have an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice.
- Be given reassurance that he/she was right to tell and something will be done.
- Be offered continuous support.

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- Be helped to regain his/her self-esteem and confidence.
- Be offered the opportunity to discuss the incident with the perpetrator, with a member of staff present and accompanied by a friend for support if desired.
- Be kept informed of outcomes and any punishments.

Pupils who have bullied will:

- Be able to discuss what happened.
- Have the opportunity to explain why he/she became involved.
- Be encouraged to understand that he/she has done something very wrong and needs to change.
- The bully (or bullies) will be asked to give a genuine apology and possibly make amends in some way.
- Have their parents/carers told about the incident so that school and home can work together to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings.
- Exclusion from playtimes / lunchtimes or “time out” of class.
- Sent to spend time in another class (internal exclusion).
- Exclusion from certain areas of the school.
- Minor fixed-term exclusion.
- Major fixed-term exclusion.
- Permanent exclusion.

Equal Opportunities

Our Equal Opportunities policy states that
“We share the Council’s belief that no-one should receive less favourable treatment on the grounds of: race, gender, disability, sexuality, age, income, religion, colour, ethnic or national origin, marital status, nationality.”

This statement is relevant to an anti-bullying policy. The school must be vigilant to ensure that children are not bullied as a result of any of the above issues. Racist incidents will be reported to the Full Governing Body and the LA.

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Other School Policies

A number of school policies should be read alongside this policy.

- Behaviour Policy
- PSHE policy
- Equal Opportunities Policy
- Safeguarding Children Policy

Monitoring, evaluation and review

The whole school community take responsibility for promoting and implementing this policy throughout the school. The policy will be reviewed biennially to assess its implementation and effectiveness.

Date of Policy: March 2012

Agreed by: School and Community Committee