



## Anti-Bullying Policy

### Our values and beliefs

- ✓ Everyone has the right to feel happy and safe at school and therefore bullying is unacceptable.
- ✓ Pupils who feel they are being bullied will be supported.

### What is bullying?

## Several Times On Purpose

Children do fall out from time to time; this is an important part of growing up and learning to accept that others have different opinions, thoughts and feeling. However, bullying is a different issue. Bullying is intentional (not an accident), a bully hurts someone on purpose. Bullying is repetitive. This means that the bully hurts someone over and over again, it isn't an incident that happens only once. Bullying can be by one person or a by a group of people. Here are the main types of bullying:

- **Physical:** e.g. kicking, hitting and damaging their belongings.
- **Verbal:** e.g. name calling, threats and making offensive remarks.
- **Emotional:** e.g. spreading nasty stories about someone, gossiping and leaving someone out from social groups like games, threatening.
- **Cyber:** sending nasty emails, texts or making nasty phone calls.

Some types of bullying can be against a group to which people may belong, for example, racial comments, bullying because of a person's religious beliefs, sexual bullying or bullying because of people that have special educational needs or disabilities.

### How do we prevent bullying?

Our school behaviour policy helps to promote positive behaviour in school to create an environment where everyone behaves well and supports each other.

During P.S.H.E and circle time children will learn about the consequences of bullying and what to do if they experience bullying.

Posters around school remind children that bullying is not acceptable, and to tell them what to do if they are being bullied.

Our school takes part in the anti-bullying week every year (Friendship Week) to remind children that bullying is not acceptable.

The school council discuss ways in which they can support anti-bullying work in school.

## **What happens when someone is being bullied?**

Children that are being bullied or see bullying happening should tell their teacher or another adult who they trust. Members of staff should tell Mrs Jones about any bullying and this will be recorded in the Behaviour Concerns folder.

If parents or carers are concerned about their child being bullied, they should come and speak to the class teacher or Mrs Jones. Parents concerns are recorded and they are asked to complete a 'Parental Concerns Sheet' to monitor the situation over the following two weeks. The class teacher also completes a 'Concerns Sheet' for two weeks. Parents are invited to come back into school to discuss with Mrs Jones if the situation has been resolved or if there are any further incidents.

Racial and Hate bullying will be recorded separately and additional support will be put in place, for both the child being victimised and the person who is carrying out the bullying.

## **How we respond to bullying**

Support will be given to children who are bullied. They will be reassured that they do not deserve to be bullied and that it's not their fault. They will be encouraged to talk about their feelings and they will be involved in making choices about how to resolve the matter. They will be asked to tell someone if any bullying happens again and we will involve their friends for support.

We will talk to the child (or children) involved in the bullying separately and listen to their version of what happened. We will talk to anyone else that saw the bullying. We will remind the child (or children) that bullying is not acceptable and we expect bullying to stop. We will contact the child's parents. We will make sure we check that the bullying has not started again.

Children that have been involved in bullying others, may be removed from the group, not be allowed out at break times and lunchtimes, not be allowed to join in with school events, placed on a behaviour card or may be excluded. Children who are bullying need to learn different ways of behaving, and we will support the children in this. We employ a behaviour inclusion team (A & D Inclusion) who work one day per week in school. When children are involved in bullying behaviours, the children work with the team to encourage positive behaviour choices and develop an understanding of the effects of their actions on others.

## **What we will do**

- To listen to any concerns and talk to all of the children involved
- To contact parents or carers of children who we know are being bullied or are the ones bullying
- To follow our Positive Behaviour Policy
- To teach children about bullying (including Cyber Bullying) through the curriculum
- To monitor and follow up situations to ensure that they do not continue

## **What we ask children to do**

- Act in a respectful and supportive way towards one another.
- Tell someone if they are being bullied or have seen someone being bullied.
- Support each other and ask for help to make sure that everyone feels safe, and nobody feels left out.

## **What we ask Parents and Carers to do**

- Inform the school immediately if they suspect that their child is being bullied
- Encourage their child to talk to an adult at school as soon as a situation arises
- Discourage their child from retaliating

## **What if bullying happens outside the school gates?**

We expect pupils to behave kindly outside of school and to not engage in bullying activities. Where a child or parent tells us about bullying that has happened outside of school, we will monitor behaviour in school to make sure that the bullying does not continue in school.

This Policy was revised and updated in **December 2015**

Signed and dated:

Headteacher

Chair of *Governors*

To be reviewed in **December 2017**