

Anti-Bullying Policy



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Signed

Headteacher: *J E Martin*

Chair of Governors: *[Signature]*

Anti-Bullying Policy

Statement

Everyone at Deri Primary School has the right to work in a welcoming, secure and happy environment. Only if this is the case will all members of the school community be able to achieve their full potential. Bullying of any kind breaks down the school ethos and prevents equality of opportunity. Staff and pupils see it as our responsibility to prevent this happening and the purpose of this policy is to provide guidelines to support this ethos.

Bullying of any kind is unacceptable 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 the staff.

Aims of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff 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 policy is on bullying, and what they should do if bullying arises.
- 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.

Definition - What Is Bullying?

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

The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- Cyber bullying (hurtful comments, spreading rumours, racist remarks etc online)

The problems associated with bullying are well known. One of the major difficulties we have is with the perception of parents/carers and the children of the difference between bullying and other instances which are not systematic or where children fall out. All instances where 'bullying' is reported however, must be investigated. It will be up to the judgement of the staff involved as to how far the investigation proceeds.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Signs and symptoms that may be exhibited include:

- is frightened of walking to or from school
- 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
- 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 (to pay bully)
- 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'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

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

Actions to tackle Bullying

Prevention is always better than cure so vigilance is a key element. The use of the curriculum with the inclusion of Personal and Social Education, etc. will re-inforce the unacceptable nature of bullying.

Pupils are aware that they should report incidents of bullying / arguments to an adult within the school. They are aware that the Headteacher will be immediately involved. They are also aware of their duty to report incidents of potential bullying.

"If you see something - say something"

All reported incidents of bullying are taken seriously and investigated by the Headteacher / Deputy Headteacher and taken very seriously.

Procedures

PROCEDURES WITHIN THE SCHOOL

1. All teachers will discuss with their pupils acceptable and unacceptable forms of behaviour.
2. The pupils will be made aware that instances of bullying will be deemed serious breaches of the school rules
3. Children who are found to be bullying will work with staff to understand why they have caused people to be upset and why they are behaving in that way. A plan will be put in place to ensure that everyone involved in the incident is supported.
4. The school assembly will promote an atmosphere of trust and caring and reinforce the CODE OF CONDUCT/SCHOOL RULES.
5. All pupils are to be encouraged to notify class teacher/lunchtime supervisor etc. of any incidents of bullying when it occurs.
6. Anti-Bullying week is highlighted and recognised every year.
7. Health and Wellbeing lessons in class will build in activities around all types of bullying.

CODE OF CONDUCT

1. *We will not put up with bullying of any kind.*
2. *We will respect others whatever their race, religion, colour or disability.*
3. *If we see anyone being bullied we will not ignore it and we will tell an adult.*
4. *We will be considerate of the younger children in the school, especially on the playground.*
5. *We will answer questions honestly about our actions and deeds and those of others.*

When dealing with instances of bullying, the following procedures should be adhered to:

- The complainant's account must be listened to. This discussion will be conducted sensitively, calmly and quietly.
- Proposed action must be discussed with the child. This may mean that the child does not want anything to happen at this stage but should be made aware that any further instances must be reported to an adult.
- On no account should bullies and victims be talked together unless the victim is happy to do so.
- If the child wants action to be taken, then the other's account must be listened to separately. This will often result in hearing an entirely different story and can make resolving the problem by taking actions against one child very difficult. Where it is clear cut, the bully should be made aware that further instances will not be tolerated and that parents / carers will be involved. A written note of this will be made.
- Where possible, the account of eyewitnesses should be sought especially where two different stories are given in above.

- Where further action is required, the parents / carers of both children should be informed.
- All incidents reported to us by parents / carers must be investigated and the action to be taken agreed with them. The results of this action should then be communicated to them by word of mouth, telephone or letter.

Outcomes

1. The pupils will be supported to discuss why they think they are behaving in this way towards a certain pupil/pupils.
2. The pupil/pupils involved will be verbally warned and the incident logged and dated. The situation is monitored regularly to ensure that there is no reoccurrence.
3. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place with frequent reminders of appropriate behaviour.
4. If possible, the pupils will be reconciled.
5. If the bullying is continued their parents are notified and invited to an interview in school to seek their support, co-operation and an agreement on the appropriate course of action following the establishment of a case.
6. In serious cases, exclusion will be considered.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

In drawing up this Anti-Bullying Policy the following were consulted - All teaching and support staff, School Council and Governors.

The following documents were used in the development of this policy:



