



## ANTI-BULLYING POLICY

Revised : Summer 2014

Next revision : Summer 2017

Bullying is the persistent wilful, conscious desire to hurt, threaten or frighten someone else. Bullying can be physical, verbal or just a look. All children have a right to feel safe at school and we will ensure their safety by taking a zero tolerance approach to bullying.

### **We consider the following to be bullying:-**

- Name calling, teasing, taunting
- Making reference to personal appearance or qualities
- Calling of unkind nicknames
- Racial or sexual harassment
- Threatening others
- Deliberately excluding children
- Verbal threats or malice
- Rude gestures
- Intimidation or extortion
- Forcing others to do something against their will
- Fighting in a vicious or uncontrolled way with intent to harm
- Playing on the fears or circumstances of others

We believe that it is crucial to prevent bullying through exercising vigilance on pupil behaviour and developing a clear set of guidelines and procedures. We believe that it is important to reinforce positive behaviour and ensure that all children understand clearly which behaviour is acceptable and which is not. It is important to help children distinguish between bullying, boisterous play and bossiness.

We will make it clear to the children that inappropriate contacts by email, mobile phone or social networking sites can also be bullying and that we will take steps if this has taken place.

### **The aims of this policy are to prevent bullying through:-**

Exercising vigilance in the playground

Talking about bullying and raising awareness of the feelings of others

Creating a climate where bullying is unacceptable

Encouraging the children to look out for each other and supporting them to be firm in their beliefs about what is acceptable behaviour.

Making children aware of the consequences of their actions

Raising parental awareness and involving them if a second occurrence of bullying takes place

Giving clear and consistent guidelines to the children about telling adults

Discussing with children non-violent means of resolving conflicts

All staff listen to the children, respect their concerns and fears and will deal with both victims and aggressors in a sensitive way. Staff are informed if any child or group of children is causing concern so that their school day can be more carefully monitored.

Regular meetings with midday staff ensure that all staff are aware and involved in procedures.

**As always, we aim to catch the children being good and positive behaviour will be rewarded and reinforced by the giving of: posi-points, values awards and stickers**

## **Guidelines on Bullying**

### **Procedures**

1. Report bullying incidents to the Safeguarding Children Officer (H/T) and raise issues at staff meetings.
2. In cases of serious bullying, the incidents will be recorded by the Safeguarding Officer, who will also inform the school governors.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police or Social Services will be consulted
5. The bullying behaviour or threats of bullying will be investigated by the teacher and ultimately the Headteacher.
6. An attempt will be made to help the bully change their behaviour

### **Outcomes**

1. Children will be given opportunities to discuss the situation from their viewpoint in an unbiased environment.
2. The bully will be given opportunities to explore the potential results of their poor behaviour.
3. The bully may be asked to genuinely apologise and/or other consequences may take place.
4. If possible the pupils will be reconciled through adult intervention tactics.
5. In serious cases, suspension or even exclusion will be considered
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to try to ensure the bullying is not repeated.

### **Prevention**

- When necessary the staff will use these methods for helping children to prevent bullying.
- have a persistent ethos that encourages friendship and discourages being unkind.
- This will run through the whole curriculum, through staff attitudes, through PSHE and especially through whole class assemblies.
- discuss and agree set of school and class rules with pupils
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class.
- make bullying awareness a regular part of whole school assembly
- making up role-plays
- having discussions about bullying and why it matters

**Also see Behaviour and Exclusions Policy**