



Anti-bullying policy

Definition

Bullying is behaviour that is intended to hurt, threaten or frighten someone else. It damages individual children.

Employer's duties

- Employers are responsible under the Health and Safety at Work, etc Act 1974 for the health and safety of non-employees, such as pupils, who are at the workplace. They are required to do all that is reasonably practicable to protect their health and safety.
- Employers also have a common law duty of care to pupils in school. They are required to take reasonable care.
- The statutory and common law duties are discharged if reasonable precautions are taken to prevent bullying in schools and there are procedures in place to record any incidents that do take place and procedures to take appropriate action to stop further incidents.
- Employers should give employees who are responsible for implementing a school's anti-bullying procedures whatever information and training in necessary.

Employee's duties

- Employees must take care for the reasonable care for the health and safety of others at work.
- Employees must co-operate with the employer in health and safety matters.

What is bullying?

Bullying is deliberately hurtful behaviour repeated over a period of time. Ofsted defines bullying as aggressive or insulting behaviour by an individual or group, **often repeated over a period of time** that intentionally hurts or harms. It is difficult for victims to defend themselves against it.

Bullying can include

- Name calling
- Malicious gossip
- Teasing
- Intimidation
- Ostracising

- Theft
- Damaging someone's property
- Violence and assault
- Jostling, pinching and kicking
- Extortion

Symptoms of bullying

Early signs that a child is being bullied could be:

- The child becoming withdrawn
- A deterioration in the child's work
- Erratic attendance or spurious illness
- Persistently arriving late at school
- General unhappiness or anxiety
- The child wanting to remain with adults
- Sudden outbursts not in common with the child's normal behaviour

Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Victims can become depressed and this can continue into their adult lives. They can want to take their own lives.

Behaviour Policy

This policy outlines:

- The schools expectations of behaviour
- The range of sanctions
- The systems of rewards for good behaviour

Curricular approaches to bullying

In dealing with bullying we aim to:

- Raise awareness about bullying and the school's anti-bullying policy
- Increase understanding for victims
- Teach pupils about their relationships with others through the curriculum

Strategies to combat bullying

We aim to include the following in our teaching:

- Friendship and social skills
- Support groups
- Mediation by adults
- Mediation by peers

Friendship and social skills

These sessions aim to increase insight into a pupil's feelings and/or behaviour. Woodland learning sessions focus on social skills, self-esteem and team building opportunities and form part of our PSHE teaching.

Support Groups

A support group for a bullied pupil will be set up to include those involved in the bullying. The aim is to get the bully to identify with the victim and then to help resolve the problem.

Mediation by adults

Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them co-exist in school.

Formal Action

If pupils do not respond to preventative strategies to combat bullying, we will take formal action to stop bullying behaviour. These sanctions are in line with the school's behaviour policy.

- Removal from the group
- Withdrawal of break or lunchtime privileges
- Parental Involvement
- Internal exclusion
- Fixed period exclusion

In the case of provable, persistent and violent bullying we will normally seek to permanently exclude the bully.

Dealing with bullying incidents

In dealing with bullying incidents, we will observe five key points.

- We will not ignore bullying.
- Staff will not make premature assumptions.
- All accounts of the incidents will be listened to fairly.
- We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves.
- We will follow up to check bullying has not resumed.

Records

The school will keep records of all incidents and the school's response. The Head Teacher must be informed and will log details in the file kept in the office. Bullying incidents will be reported to the Governing body anonymously. (See appendix)

Advice to bullied pupils

We will tell our children not to suffer in silence. This will be reinforced through general day-to-day teaching and specifically PSHE sessions. Consideration will be given to Looked after children or other vulnerable children who may need extra nurture and intervention strategies.

During a bullying incident, pupils will be advised to:

- Try to stay calm and look as confident as they can
- Be firm and clear and look the bully in the eye and tell them to stop
- Get away from the situation as quickly as they can
- Tell an adult what has happened straight away

After they have been bullied, pupils should:

- Tell a teacher or other adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- Not blame themselves for what has happened

When they talk to an adult about the bullying, pupils should be clear about:

- What has happened to them
- How often it has happened
- Who was involved
- Where it happened
- Who saw what happened
- What they have done about it already

The role of parents

Bullying is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

When, after discussion, we confirm a child has been bullying we will contact the parents to discuss the issues. We will ask parents to:

- Talk to the child and explain that bullying is wrong and makes others unhappy
- Show the child how to join in with others without bullying
- Make an appointment to see the child's teacher as soon as possible, and explain the problem and discuss how the school and the parents together can stop the bullying

- Talk to the child regularly about how things are going at school
- Give the child lots of praise and encouragement when they are being kind and considerate to others.

Following discussions sanctions and outline plans will be agreed.

We will monitor the bullying child's behaviour and further incidences of bullying may result in exclusion.

We will ask parents to contact the school if they suspect their child is being bullied.

Parents of a bullied child should:

- Talk to the child calmly about it and reassure the child that telling them about it was the right thing to do
- Make a note of what the child says
- Explain that the child should report any further incidents to a teacher or other member of staff straight away
- Make an appointment to see the child's teacher as soon as possible.

Reviewed November 2017

Next review date November 2019

Signed: *P Kossowicz* (Head teacher)

Matthew Coe (Chair)

Record of bullying behaviour

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Please complete the form over leaf and pass to the Head teacher.

Date of Incident	
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Where the incident took place	
Name of teacher/support staff who investigated the incident	
Name of the child / adult the behaviour was aimed at	
Names of all children involved	
Description of incident	
Action taken:	
Parents/Carers notified on.....(date)	
Situation to be monitored by.....(name)	
Situation to be reviewed on(date)	

Signed:.....Head Teacher