



ANTI-BULLYING POLICY

REVIEWED: Claire Cole

Northam School Federation will not tolerate bullying for any reason in any form by individuals or groups (gangs) on or off-site. We are proactive in preventing bullying and will always carry out to the full the requirements of the Devon Guidance on tackling bullying. Actions will be in line with our behaviour policy, and may include:

- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Restorative Approaches
- Time away from an activity
- Meeting with staff, parent and child
- Missing another activity
- Formal letter home from the head teacher expressing concerns
- Time out from the classroom
- Pastoral support plan
- Fixed term exclusion
- Permanent exclusion

To allow or condone bullying may lead to consideration under child protection procedures.

What is bullying?

Bullying involves repeated actions over time that is based on a perceived imbalance of power resulting in the hurting of someone, either physically, emotionally or psychologically by an individual or group (gang). Bullying can include:

- Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals
- Racial taunts, graffiti, gestures
- Physical pushing, kicking, hitting, pinching etc.
- Sexual comments, and/or suggestions
- Unwanted physical contact

Is bullying common?

Bullying permeates all strata of society; this does not make it desirable or mean it should or will be tolerated.

Where does bullying take place?

Bullying can take place anywhere; in school, out of school, in the home. It can be direct through face-to-face contact or indirect through gossip and rumour. Bullying via social media can also be direct or indirect.

Does a bully have certain characteristics?

A bully does not have to conform to the traditional stereotype of a 'bully'; they can be male or female, large or small.

Why does bullying occur?

Prejudice against characteristics such as race, religion, culture, gender, disability or sexuality may be the 'trigger' for the bully but bullying is as a result of the bully's **perception** of the victim of being 'different' to them and therefore may not be obvious to those around them. However, bullying is less likely to occur unless other pupils collude or at least stand back when they witness or hear about bullying. Those who stand by and allow or encourage bullying to take place will be dealt with as part of the schools' response to the actual bullying incident.

Bullying involving the Internet or mobile phones

Pupils are unable to access social media sites such as Facebook or Twitter in school. Pupils are taught that they should be wary of communicating with strangers. Staff will talk with pupils about potential dangers of this, when using computers at home too.

To reduce the possibility of mobile phone bullying, pupils are expected to hand in mobiles to the school office for safekeeping. At no time should pupils on school premises use phones to make calls in school time or take photographs without permission.

The aims of our approach at Northam Schools Federation to prevent bullying are to:

- create an ethos in which attending our school is a positive experience for all members of our community
- make it clear that all forms of bullying are unacceptable at our school.
- enable everyone to feel safe while at West Croft school. To encourage pupils to report incidents of bullying, including cyber bullying.
- deal with each incident of bullying as quickly and as effectively as possible,
- taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- support and protect victims of bullying and ensure they are listened to.
- help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change

- liaise with parents and other appropriate members of our community.
- ensure all members of our community feel responsible for helping to reduce bullying.

All staff at the Northam Schools Federation will:

- Provide children with a framework of behaviour including rules which support the whole school policy
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying, including cyber bullying, through the curriculum including activities, stories, role-play, discussion, peer support, school/children's council, etc

Monitoring, evaluation and review

The school will review this policy every two years and assess its implementation and effectiveness. This policy will be promoted and implemented throughout the school. This policy is part of our commitment to safeguarding children. It should be read in conjunction with our other safeguarding policies and procedures which promote safeguarding such as our Behaviour Policy. All our policies are available on the school website or hard copies are available upon request.

This policy will be reviewed in 2018

APPENDIX A

Advice on when reacting to a specific incident

Before recording an incident it may be useful for staff and parents to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand? Is it a 'falling out of friends' matter?
- Are you sure that the child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in the child's behaviour?

Further material available to staff, pupils and parents.

- Action Against Bullying, M Johnstone et al, published by Scottish Office 1992
- The No Blame Approach, by B Maines and G Robinson, Lame Duck Publishing 1992
- Report form for racist incidents, child protection file in Head Teacher's office.
- Joint Action Against Homophobic Bullying.
- Childline (posters around school)
- www.ceop.gov.uk (child exploitation and on-line protection guidance website)