



Anti-Bullying policy May 2019

Overview

In this school bullying and any other forms of intimidation will not be tolerated. All will treat others with kindness and respect and all will care well for each other. All will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly to intervene if there are any signs or reports of bullying.

Related policies

This should be read in conjunction with:

Keeping Children Safe in Education (Sept 2018)

Behaviour and Discipline in Schools Advice for Headteachers and School Staff (Jan 2016)

Sithney Positive Behaviour Policy

SPCMAT Exclusions Policy

SPCMAT Physical Intervention Policy

SPCMAT Online Safety and Data Security

SEN Policy and School Offer

Sithney Home School Agreement

Objectives

1. To ensure that all feel safe and free from bullying and intimidation.
2. To build an ethos where learners feel safe, free from threat and intimidation.
3. To promote good relationships where all are treated well and where learners care for each other.
4. To act promptly and effectively at the first sign of bullying.
5. To encourage learners and parents to report any attempted bullying.
6. To protect and reassure any victims of bullying.
7. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
8. To make this a happy school that is free from bullying.

What Is Bullying?

Bullying is defined as 'behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally'.

Bullying has four key features

1. It happens lots of times
2. It is meant to hurt someone else
3. It is when one person, or a group of people is more powerful than another
4. It makes someone feel unhappy and damages self-esteem

Bullying can be (but is not limited to):

- Emotional excluding, spreading rumours, glaring, threatening gestures, manipulating, tormenting (e.g. hiding books)
- Physical hitting, kicking, punching, biting, scratching, tripping up or any use of violence
- Prejudice taunting, name calling, sending messages, gesturing etc related to race, ethnicity, disability, or sexual identity
- Sexual unwanted physical contact or sexually abusive comments
- Verbal name-calling, sarcasm, spreading rumours, teasing, threatening comments
- Written sending notes, graffiti
- Cyber using the internet, email, online games or any digital technology to threaten, tease, upset or humiliate

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Roles and responsibilities

Schools have a responsibility to respond promptly and effectively to issues of bullying. Everyone at the school has a responsibility for preventing bullying. If a member of staff think that bullying might be happening they must tell the Headteacher. Pupils also have a responsibility to prevent bullying. They must be encouraged to tell an adult if they are worried about themselves, or anyone else.

Signs and Symptoms

A pupil may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a pupil

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- 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
- attempts or threatens suicide or runs away
- 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

Reducing incidents of bullying

- We will make lots of opportunities for pupils to think about how people are different and how this is a positive thing, not something to be afraid of.
- We will help pupils to build self-esteem and feel happy about being themselves.
- We will make sure that the adults in the school set a good example by behaving in a caring and considerate way.
- We will make sure all pupils know what bullying is and what it looks like including anti-bullying and cyber bullying workshops
- We will ensure that pupils are fully aware that prejudice related bullying is unacceptable. We will always challenge pupils who use prejudiced language or behaviour.
- We will encourage all the pupils to tell an adult if they are worried about bullying.

Dealing with Bullying

It is important that pupils know they can talk to someone if they feel they are being bullied. By giving pupils opportunities to discuss bullying, pupils help to develop their own solutions to bullying, suggest ways of telling someone about it and understand the need to confide in someone they trust. If a pupil approaches an adult about being bullied, the issue must be taken seriously and the pupil given the chance to discuss how they feel

Procedures to prevent bullying

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
4. Every allegation of bullying will be investigated and followed up.

5. Any victim of bullying will be well-protected immediately and in the future.
6. Any allegations of bullying will be reported to the headteacher, or in the absence of the headteacher, to the Assistant Headteacher.
7. PSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.

Procedures followed when bullying has been reported

1. The school will follow the rewards, sanctions and stages set out in the positive behaviour policy to reinforce this anti-bullying policy.
2. Learners and their parents will be made aware of both policies.
3. Parents of all pupils involved will be informed and will be given the opportunity to have a meeting if they request to do so. Actions and support to help prevent further occurrence of bullying may be agreed.
4. In serious cases the Headteacher will request a meeting with the parents and stage two of the behaviour policy procedures will commence for pupils who need support to change unacceptable behaviour.
5. If necessary and appropriate, police may be consulted and / or a safeguarding referral may be made.
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Peer on Peer Abuse

Peer on peer abuse occurs when a young person is exploited, bullied and / or harmed by their peers who are the same or similar age; everyone directly involved in peer on peer abuse is under the age of 18. When dealing with peer on peer abuse, it is vital that the school gives careful and sensitive consideration to everyone involved and to understand that the person who has been harmed and the person who has displayed harmful behaviour need appropriate support.

Radicalisation and Extremism

Our staff have been trained to identify children who might be at risk of radicalisation and to act in accordance with the Prevent Duty. This requires schools to have due regard to the need to prevent people from being drawn into terrorism or extremism. Where there are concerns about the behaviour of a child in this respect the matter will be treated as a safeguarding concern and the Designated Safeguarding Lead (DSL) informed. The school will act proportionately to support those who may be in need of help or protection. Our response may include a possible referral to the Multi Agency Referral Unit (MARU) or Channel programme

Bullying outside of school

The school has a responsibility to challenge all bullying which happens at school or on the journey and to help stop cyber-bullying. Although the school is not directly responsible for other bullying in the local neighbourhood we know that if pupils are

having difficulties at home it is impossible for them to do their best at school. We will try and help parents to challenge bullying outside of school when we can. This might include:

- talking with the pupils/ families involved
- talking to the local police
- talking to pupils about how to handle bullying outside of the school