



***'All for learning and learning for all'***

## **Anti-Bullying Policy**

**Ratified and Adopted by the Full Governing Body  
on 24<sup>th</sup> September 2015**

### **Our aim**

The aim of the anti-bullying policy is to ensure that all of our pupils are free to learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will **not** be tolerated at our school. If bullying does occur, all pupils should be able to tell an adult 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 a member of staff.

### **What Is Bullying?**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time. It involves an imbalance of power where the person on the receiving end feels like he/she cannot defend themselves. Bullying results in physical pain and emotional hurt/distress to the victim. There are different types of bullying:

- **physical** (*hitting, pushing, kicking, punching*)
- **verbal** (*name calling, racist remarks, sarcasm, spreading rumours, teasing*)
- **cyber** (all areas of internet misuse such as email & chat room misuse and mobile phone threats by text messaging & calls)
- **stealing** someone's possessions and extortion
- **cultural** and **systemic** (homophobic, religion or race related, targeting disability)

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is and know that bullying will not be tolerated.
- 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.

### **Signs and Symptoms**

A child may indicate by changes in his or her behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn, anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- regularly feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or "go missing"
- has unexplained cuts or bruises
- 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

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

At Thomas Eaton Primary School if a child reports they have been bullied it is a duty for all staff to take the child seriously. All members of staff are alert to the signs of bullying and act promptly in accordance with this policy.

### **Bullying outside of school**

Bullying behaviour can take place both inside and outside of school. Bullying outside of school can impact on the school day – this may include incidents of cyberbullying; bullying on the way to and from school; and any arguments between peers outside of school that can lead to bullying behaviour. There may also be additional problems in families and the wider community that have an impact on bullying behaviour in school, such as a climate of racism and harassment, family feuding, domestic violence and gang-related behaviour.

Engaging parents and carers through awareness-raising activities, an annual parent perception survey, a clear reporting system and a complaints procedure will contribute to addressing bullying effectively.

## **Procedures**

The following steps will be taken when dealing with incidents of bullying at our school:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the head teacher.
- If necessary, the head teacher will interview all pupils concerned and will record the incident.
- In serious or persistent cases parents will be informed and may be asked to come in to school to discuss the problem.
- Punitive measures will be used as appropriate and in consultation with all parties concerned, such as; exclusion from certain areas of school premises e.g. the playground; exclusion from play or lunch breaks; fixed-term exclusion or, if necessary, permanent exclusion.
- Some incidents may result in a criminal investigation and/or a referral to a specialist agency e.g. locality team or social care.
- Actions taken will be recorded, and the outcome of the action also recorded.

## **Support for Pupils**

Pupils who have been bullied will be supported by:

- giving the pupil an opportunity to discuss the experience with a member of staff of their choice
- reassuring the pupil
- offering continuous support and counselling where necessary
- restoring self-esteem and confidence on a personal level

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and the need to change

- informing parents or guardians to help change the attitude of the pupil

### **Outcomes**

- The bully (bullies) may be asked to genuinely apologise
- If possible, the pupils will be reconciled
- After the incident/incidents have been investigated and dealt with, each case will be monitored by staff to ensure repeated bullying does not take place.

Within our curriculum we will raise the awareness of the nature of bullying through our National Anti-bullying week work, in PSHE lessons, through our SEAL units of work and in assemblies as appropriate.

### **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.

### **Help organisations:**

Advisory Centre for Education (ACE)

KIDSCAPE

Parentline Plus

Bullying Online

Childline

Cyberbullying

NSPCC

[www.ace-ed.org.uk](http://www.ace-ed.org.uk)

[www.kidscape.org.uk](http://www.kidscape.org.uk)

[www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

[www.bullying.co.uk](http://www.bullying.co.uk)

[www.childline.org.uk](http://www.childline.org.uk)

[www.cyberbullying.org](http://www.cyberbullying.org)

[www.nspcc.org.uk](http://www.nspcc.org.uk)