

ANTI-BULLYING POLICY

Introduction

The aim of the Anti-Bullying Policy is to ensure that pupils learn in a supportive, caring and safe environment. Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The main types of bullying are:

- Physical (hitting, kicking, biting, theft).
- Verbal (name calling, racist remarks).
- Indirect (spreading rumours, excluding someone from social groups).
- Cyber (via internet, mobile phone SMS).

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

The school's teaching and support staff must be alert to the signs of bullying, acting promptly and firmly against it in accordance with this policy.

Implementation

The following steps may be taken when dealing with suspected or reported cases of bullying:

- The incident should be dealt with immediately by the member of staff that has been approached.
- A clear account of the incident should be recorded by the child and the staff member who has been approached and given to the headteacher (see Appendix).
- The headteacher will interview all concerned and will record the incident in a bullying file kept by the Headteacher.
- Class teachers will be kept informed and, if it persists, the class teacher will advise the appropriate staff members and parents accordingly.
- Appropriate disciplinary measures/sanctions will be used as accordingly and in consultation with all parties concerned.

Victims of bullying

Pupils who have been bullied will be supported by:

- Providing opportunities for children to report bullying in a discrete and confidential manner (worry boxes) in each classroom.

- Providing an immediate opportunity to discuss their experience with their class teacher or another member of staff of their choice.
- Offering continuous support from an appropriate member of staff.
- Sharing strategies to restore self-esteem and confidence.

Bullies

Pupils who have bullied others will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need for them to change.
- Informing parents or guardians to help change the attitude of the child.
- Understanding the impact on their victim.

Discipline

If a child is found to be bullying another child, the following progressive disciplinary steps will be taken:

- An official warning will be logged in a incident book and parents will be informed.
- A detention will be issued if the offence occurs more than once.
- Exclusion of certain areas of the school premises.
- Separate playtimes may be arranged.
- Fixed-term exclusion.
- Permanent exclusion.

Within the curriculum, the school will raise the awareness of the nature of bullying. Anti-bullying weeks, PHSCE, assemblies and other subjects across the curriculum, where appropriate, will be put in place in an attempt to eradicate such behaviour. This includes equality of opportunity for all disabled people with the aim of eliminating disability-related harassment.

Monitoring, Evaluation and Review

The school will review this policy and assess its implementation and effectiveness. The policy will be promoted throughout the school.

This policy will be reviewed in 2028.

APPENDIX

Bullying Incident Report

	Pupil	Staff	Governor	Parent	Other Please specify
Alleged victim(s):					
Alleged aggressor(s):					
Reported by:					
Reported to:					
Date of Report:			Date of Incident:		

DETAILS OF INCIDENT

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WHY THIS IS BULLYING?

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ACTION TAKEN

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Date:

Completed by:

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