

La Houquette Primary School

ANTI-BULLYING POLICY

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. We teach our pupils that everyone has the right to be happy and safe and bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell 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, or suspects that it might be, is expected to tell a member of staff, a family member or a friend.

Objectives of this Policy

- All teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All 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.

What Is Bullying?

Bullying is sometimes confused with the break-up of friendships. We see bullying as the malicious intent to hurt or upset another person. Bullying results in pain and distress. Bullying can be:

- Emotional excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing

Bullying can be:

- Physically hurting someone (punching, kicking, tripping up, pushing);
- Threatening to physically hurt someone, or people or things precious to them;
- Damaging the things that belong to someone else deliberately;
- Demanding things or favours through frightening someone or through force;
- Stealing or hiding someone's things;
- Humiliating or embarrassing someone deliberately;
- Put-downs, name-calling, insulting or making fun of a person or a person's family, culture or religion;
- Sarcasm or mimicking;
- Inappropriate touching or showing material that you know will be offensive;
- Spreading rumours;
- Excluding someone or leaving someone out;
- Racist, homophobic or sexually offensive remarks and/or behaviour, for example, racist name-calling;
- Pulling faces, sniggering when a child's work is being handed back, deliberately avoiding touching a child's book when handing books out;
- Whispering things about them;
- Communicating unkind or hurtful things within or outside of school, including texting and misusing social networks (sometimes anonymously).

Characteristics of bullying:

1. Ongoing (it is not the same as conflict or random unprovoked aggressive acts)

2. Deliberate (pre-meditated, discussed, planned)
3. Unequal (it involves a power imbalance)

Children's definitions of bullying

The pupils are taught that bullying is

- More than once
- On purpose
- Not fair

Why is it important to Respond to Bullying?

Bullying hurts. No one deserves to be the target of bullying. Everybody has the right to be happy and safe and to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

How we prevent bullying

- The issue of bullying is taught as a planned part of the personal social health education (PSHE) programme and revised through assemblies. The Primary National Strategy Social and Emotional Aspects of Learning (SEAL) materials are our principle teaching resource which aims to develop the social, emotional and behavioural skills of everyone.
- Classroom Codes of Conduct include how to treat other people in the class.
- Staff monitor pupils at risk in the class and the playground.
- Each classroom has a 'Worry Box' so that pupils can write any concerns they have, post them in the box and have them discussed within the class as appropriate.
- Ways of avoiding and responding to bullying is included in assemblies and class circle times during the year.

How we address bullying- Procedures

- Children who are the target of bullying and those who witness it are taught to report bullying incidents to staff, friends or family members.
- All bullying behaviour or threats of bullying are investigated.
- Every attempt is made to help the child using bullying behaviours to change their behaviour and genuinely apologise.
- Targets of bullying are supported and taught how to keep themselves safe.
- In cases of serious or continuous bullying the incidents are recorded by staff and parents are asked to come in to a meeting to discuss the problem.
- Appropriate sanctions are imposed ranging from exclusion from part of the playground on a temporary basis to suspension or even exclusion in extreme cases.
- After an incident has been investigated and dealt with, the pupils involved are closely monitored to ensure repeated bullying does not take place.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and should investigate if a child:

- is frightened of walking to or from school
- is frightened to say what is wrong
- doesn't want to go on the school bus
- begs to be driven to school
- changes their usual routine

- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- 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 or lunch go "missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is using bullying behaviours towards other children or siblings
- stops eating
- attempts or threatens self-harm or running away
- gives improbable excuses for any of the above

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

Last reviewed October 2014