

KIDSCAPE

ANTI-BULLYING POLICY FOR SCHOOLS



**ADOPTED BY
Maidensbridge Primary School
POLICY & GUIDELINES**

This document complies with articles 3, 12, 13, 14, 15, 16, 17, 29, 30, 31, 39, 40 of the United Nations Convention on the Rights of the Child.



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. 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 is expected to tell the staff. Bullying, by its nature is often unseen and so staff need information at any time.

What Is Bullying?

Bullying is the sustained use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is not often witnessed as a bully does not want to be caught, so the unseen element needs to be reported at all times.

Bullying can be:

- Emotional being unfriendly, 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, threats
- Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology. **See our separate Cyber bullying guidance document, E-Safety Policy (2016) and Mobile Phone/Device Policy.**

What is not Bullying?

As outlined above, bullying can be seen as the perpetration of one or a combination of behaviours towards a person(s). However, sometimes these behaviours can be isolated incidents: often the result of a one-off emotional response by one individual to another. Although this can be hurtful and upsetting for a child, this is NOT bullying and will therefore be dealt with by the school in accordance with the schools Good Behaviour/E-Safety/Equality Policies.

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. Schools have a responsibility to respond promptly and effectively to issues of bullying under the Education Act (2002) and the Equalities Act (2010).

Objectives of this Policy

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

Signs and Symptoms

A child 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 child:

- 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

Procedures

1. Children should report bullying incidents to staff or any adult they trust – whether it happens to the pupil themselves or they witness it happening to someone else. A bully will often warn their victim not to tell, children should be educated that this warning is a clear message that they SHOULD tell.

2. Any parent who has a concern should discuss with the class teacher in the first instance. If the matter is not resolved then the matter should pass to the Headteacher or senior member of staff and then eventually to the Governing Body.
3. In cases of serious bullying, the Deputy Headteacher will record the incidents.
4. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
5. If necessary and appropriate, police will be consulted.
6. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
7. An attempt will be made to help the bully (bullies) change their behaviour
8. At any report of bullying staff should ALL be informed and observations taken of key times such as lunchtimes and break-times and other social times
9. Where observations show no evidence of bullying, the school will consider other methods of investigation to trace the problem, as it could be a flagging of another issue.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place. ***The school considers it a parental responsibility to support the school in imposing any sanctions or consequences if their child is found to be a bully.***
2. In serious cases, suspension or even exclusion will be considered
3. The pupil who has been bullied will be supported.
4. If possible, the pupils will be reconciled
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
6. The monitoring of reported bullying will be the responsibility of all staff and reports of bullying cases will be summarised and reported to the Governing Body.

Prevention

We will use KIDSCAPE* methods for helping children to prevent bullying. As and when appropriate, these may include:

- The school will post the 'Child-friendly Anti-bullying Policy' in all classrooms.
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE* role-plays)
- having discussions about bullying and why it matters
- encouraging children and adults to talk openly, particularly encouraging parents and children to talk together about how the school day has been, including positives, achievements and worries.
- Building self-esteem, through assemblies and PSHE lessons
- School to make Anti-Bullying a constant visible message so that children are constantly reminded of the work of the policy.
- Trained pupils serving as Anti-bullying Ambassadors to deal with low-level bullying-type behaviours. This will raise the profile of the school's anti-bullying message.

*Other materials may be used, provided by similar organisations, the Local Authority and Dudley Public Health.

Maidensbridge Primary School Nov 2016

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Childline	www.childline.org.uk 0800 1111
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.