



ANTI - BULLYING POLICY

Aims of the policy

- To establish an understanding of what is meant by bullying.
- Prevention of bullying.
- Clear message that targeting others for their beliefs and differences is not acceptable. These include Racism, Sex, Disability, Sexual Orientations and Religion.
- Clear guidelines on what to do if you, or someone else, are being bullied.
- To create a 'Whole School Approach' for dealing with bullying.
- Clear guidelines on how victims and bullies are dealt with.
- Develop awareness of bullying across the whole curriculum.
- Create an environment where pupils know that it is O.K. to 'tell'
- Create an atmosphere of care and consideration for others.

What is Bullying?

Bullying usually has three common features:

- It is deliberate, hurtful behaviour;
- It is repeated, often over a period of time;
- It is difficult for those being bullied to defend themselves.

There are three main types of bullying:

- Physical; hitting, kicking, taking belongings;
- Verbal: name calling, insulting, making racist remarks;
- Indirect, spreading nasty stories, excluding from groups, sending abusive mail, email and text messages

The school works hard to ensure that all pupils understand the difference between being bullied and just 'falling out'.

Bullying is not the same as quarrelling – all children will fall out with each other from time to time.

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Procedures for tackling bullying

We believe that prevention is better than cure and staff are vigilant in looking for signs of bullying and always take reports of incidents seriously.

Awareness of bullying issues are raised through the curriculum to reinforce and support the school ethos.

We believe that procedures for tackling bullying are far more effective when the 'whole school community' adopts them.

We embrace a whole school approach to dealing with bullying where governors, senior managers, teachers, support staff, ancillary workers, parents/carers and the children themselves, work together to develop a positive school culture which openly disapproves of bullying.

The school actively seeks to promote a 'telling' environment where pupils are encouraged to speak out for themselves without fear of making the matter worse. Pupils are told that they must report any incidence of bullying to an adult within the school. If another pupil sees bullying taking place it is their responsibility to report their knowledge to a member of staff.

If pupils do not feel confident in talking to an adult face to face, they are encouraged to voice their concerns through the school council, message boxes on reception and in the library.

The school will provide 'Safe Places' for vulnerable children. These children will know that they have safe and secure areas to go, if needed, with a member of staff in attendance.

Guidelines to deal with bullying when it occurs

All reported incidents of bullying will be investigated and taken seriously by staff members.

All reported incidents of bullying will be dealt with immediately and sensitively.

All incidents of bullying will be investigated carefully in order to find a solution to a problem for all involved. However, appropriate short-term measures will be taken to ensure that any immediate act of bullying is being dealt with whilst longer term issues are being resolved.

In the short-term, sanctions set to deter acts of bullying should follow procedures set down in the school behaviour policy.

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All reported incidents of bullying will be recorded and kept in an incident book.

Appropriate communication should be maintained at all times between the school and parents/guardians.

What pupils can do

If you think you are being bullied:

- Don't ignore it
- Tell yourself that bullying is wrong. You do not deserve to be bullied
- Don't pretend to be friends with the bully
- Tell an adult immediately
- If you are unable to tell an adult, tell a friend, a pupil mentor, or someone at home and ask them to contact the school for you.
- Put a message in the box at reception or in the library.

If you think a friend or someone else in school is being bullied:

- Encourage them to report it and offer to help them to do so if necessary
- Tell an adult as soon as possible
- Remember, by doing nothing you may be allowing the bully to continue

What parents can do

If you believe your child is being bullied:

- Reassure them that you and the school will work together to make things better
- Reinforce the notion that it is right to 'tell'
- Contact the school immediately. They will put you into contact with the appropriate member of staff to help you.
- Maintain contact with the school. If the bullying does not stop, inform the school that further action is required.

See also:

<http://www3.hants.gov.uk/childrens-services/childrenandyoungpeople/bullying.htm>

Policy Agreed at Full Governing Body Meeting: 26 June 2017