



# Anti Bullying Policy

September 2015 – September 2017



At Sidney Stringer Primary we are committed to providing a caring, friendly and safe environment for all of our children 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 TELLING school. This means that **anyone** who knows that bullying is happening is expected to tell the staff.

## The Aims of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what we consider to be bullying
- All governors, 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
- Bullying is unacceptable in this school. As a school we take bullying seriously. Pupils, parents and staff should be assured that they will be supported if bullying is reported.

## What is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying can be:

- Emotional being unfriendly over a period of time; tormenting ( eg hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures  
Incidents of Racist bullying will be dealt with in accordance with the school's Race Equality Policy as addition to this policy
- Sexual unwanted physical contact, sexually abusive comments, including homophobic comments
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as e-mail & internet chat room misuse. Mobile threats by text messaging & calls

It is sometimes difficult to distinguish whether the incident is one of bullying or not. Children often have disagreements with their peers and we need to distinguish between such incidents and those which may be classed as bullying. When an incident is reported, staff will try to establish the full facts to help them decide whether it is a case of bullying or not. Unacceptable behaviour which does not constitute bullying, (eg where there has been some provocation or it is a one-off incident which is not serious and no physical or emotional harm is done) will be dealt with in line with the school's Behaviour Policy.



## 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. Children who are bullying need to learn different ways of behaving. Children and staff have the right to work in a safe and secure environment and to be treated with respect. Our school has a responsibility to respond promptly and effectively to issues of bullying. We have a very effective programme of Personal, Social and Health Education and Citizenship, which includes personal, protective behaviours and issues surrounding bullying. This gives children the opportunity to develop personal skills and strategies to cope with bullying, both now and in the future. The school is also committed to promoting acceptable behaviour through its PSHE and Citizenship programme. Pupils who are bullying need to learn different ways of behaving.

## 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 walking to or from school
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Attempts or threatens suicide, self-harming 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 possessions damaged or “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 hungry (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

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



## Procedures For Incidents Involving Children

1. Any incidents of suspected bullying should be reported to the class teacher in the first instance (either by parents or a member of staff), who will gather evidence and decide whether the incident is a matter for bullying policy or behaviour policy
2. If the class teacher confirms that it is a case of bullying they will speak to the 'bully' and inform them that the bullying must be stopped immediately. The class teacher will also reassure the 'victim' that the bullying will stop and advise them to tell a member of staff immediately if it doesn't.
3. In cases of serious bullying the class teacher will inform the Headteacher, who will decide whether parents are to be informed.
4. The Headteacher will record any further incidents. Parents will be invited to come into school to discuss the situation and to decide on appropriate strategies for dealing with the unacceptable behaviour.

*The school cannot take responsibility for any incidents of bullying that happen outside of school. However we urge parents to inform us about such incidents so that we can take preventative measures to stop incidents occurring in school.*

*Neither can we be responsible for the actions of parents, either within the school grounds or outside of school. If incidents occur between parents, or a member of staff is threatened or bullied, on school premises we may consult the police, if necessary.*

## Outcomes and strategies

The following strategies may be used and each case will be monitored to ensure repeated bullying does not take place.

- The bully (bullies) will be asked to genuinely apologise. If possible, the pupils will be reconciled.
- The victim will be offered support in school
- The bully (bullies) will be helped to change their behaviour
- A 'no-blame' approach, whereby the 'bully' and the 'victim' are supported by their peers. The 'bully' is encouraged to take responsibility for their own behaviour through this approach.
- The 'bully' may go 'On Report' for a fixed period of time in consultation with their parents. The Report Card is completed at the end of each session and sent home for parents to see and comment on the child's behaviour.
- Outside agencies may be consulted if further advice and support is deemed necessary
- The school may also inform Social Services or the Police, in line with our Child Protection Policy, if necessary.
- Very serious breaches of this policy or the Behaviour Policy may result in a Fixed Term or Permanent Exclusion.



## Prevention

The school uses a variety of methods for helping children to prevent bullying. As and when appropriate, these may include

- Writing a set of school rules
- Agreeing a behaviour contract
- Writing stories or poems or drawing pictures or posters about bullying
- Reading stories about bullying or having them read to a class or assembly, followed by discussion
- Making up role-plays
- Having discussions about bullying and why it matters
- Revisiting the Home-School contact
- Including bullying in the PSHE curriculum
- School participation in Anti-Bullying week in the autumn term each year
- Good supervision by staff especially at break times and lunch times
- Raise the profile of bullying issues in assemblies etc
- Encouraging the children to tell about bullying
- Establish Playground Pals and Play Leaders schemes
- Deal with issues immediately and make sure children are heard
- Select appropriate books to support anti-bullying strategies for inclusion in classrooms and the library

## Procedures For Dealing With Incidents Involving Staff

Bullying in the workplace can be defined as the persistent use of offensive behaviour which gradually undermines a person's self esteem and confidence. Any form of bullying against staff from any source is unacceptable and any incidents of bullying should be reported immediately to the Headteacher. If the allegation is against the Headteacher then staff should seek advice from the Chair of Governors.

## Complaints

If parents are not satisfied with the way in which any incidents have been followed they should in the first instance speak to the Headteacher.

If a parent or guardian is dissatisfied with the nature or swiftness of a response made by the school following a reported incident of bullying, he/she may wish to make a complaint. The complaints procedure for a case of bullying follows the guidance of the Academy's Complaints Policy. The underlying principle of the policy is that any concerns raised should be handled, if at all possible, without the need for formal procedures. If however the informal procedures are unsuccessful and the complainant wishes to take the matter further, formal measures will have to be taken.

## Equal Opportunities

In implementing this policy all members of staff must take into account the Academy's Equal Opportunities policy. Staff must ensure that no student involved in any incident of bullying, is disadvantaged on the grounds of gender, race, disability, sexual orientation, age, religion or belief.



## Help Organisations:

Childline

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

Tel: 0800 1111

Advisory Centre for Education (ACE)

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

Tel: 0808 800 5793

KIDSCAPE

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

Tel: 08451 205 204

Workplace Bullying

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

Parentline Plus

0808 800 2222

Youth Access

020 8772 9900

Bullying Online

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