

Anti-Bullying Policy



The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available in the school.

Our pupils

Some of our children are dyspraxic and some have ASC; some of our children have speech, language and communication needs, all of which can leave a child uncertain how to interpret body language and facial expressions – this can leave a child with unclear understanding of the boundaries of bullying.

Bullying definition

Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Four main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks, threats)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber

Helping the victims of bullying

If we can identify those who are likely to be bullied or who are in the early stages of victimisation we should try to minimise the characteristics that might make them susceptible, they are likely to be:

- **Passive** – unassertive in a group
- **Provocative** – drawing unwelcome attention through inappropriate behaviour or speech

Victims must be encouraged to say “no” when under pressure from bullies and above all to tell an adult straight away. Once a victim has been identified it is essential that channels of communication are kept open.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking 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 to a teacher.

The signs of a bully

These may be:

- Bragging or over confident showing off
- Assertive tendency to shout down or intervene in class or group
- Tendency to make comments and snigger
- Inclination to gather a "gang"

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

The school has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

The following steps will be taken when dealing with incidents.

If bullying is suspected or reported:

- The incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded by the relevant adults on CPOMS, the Head teacher and DSL will be alerted along with the Class teacher.
- The Head teacher will interview all concerned and will update the incident on CPOMS
- Class teachers and the child's one-to-one teacher will be kept informed
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Pupils who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with a class teacher and their one-to-one teacher or member of staff of their choice (being aware that some children with speech, language and communication difficulties may find this difficult and may need support)

- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Offering a referral to the ELSA or School Counsellor if appropriate

Pupils who have bullied will be helped by:

Discussing what has happened (being aware that some children with speech, language and communication difficulties may find this difficult and may need support)

- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps will be taken:

- Official warnings to cease offending
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- If all else fails – permanent exclusion

A report of all bullying incidents is kept within the CPOMS system. Each incident is held securely for each student to allow for confidentiality when reporting to parents and names can be redacted on reports.

Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHCE, class time discussions, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. The use of puppets and children’s drama has a frequent place in assemblies and lessons. There will be promotion of the National anti – bullying week each November.

Monitoring, evaluation and review

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

Name: Andrew Day

Name: Ann-Marie Martin

Position: Head Teacher

Position: Designated Safeguarding Lead

Signed:



Signed: _____

Date: September 2018

Date: September 2018

Name: Annie McNeile

Position: Governor with responsibility for safeguarding

Signed: _____

Date: November 2018

Date of next review: September 2019