



The Federation of Bedenham
and Holbrook Primary Schools
Anti-bullying Policy
January 2017



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 an adult and know that incidents will be dealt with promptly and effectively. We are a **TELLING and LISTENING** school. This means that **anyone** who knows that bullying is happening is expected to tell the staff.

To be read in conjunction with Equal Opportunities and Anti-discrimination and E-safety policies.

What is bullying?

Bullying is any aggressive action; physical, verbal or psychological; which is repeated with the intention of hurting another person. Bullying results in pain and distress for the victim.

The three key aspects of bullying behaviours are:

1. It does not just happen once; it is ongoing over time
2. It is deliberate and intentional – it is not accidentally hurting someone
3. It is unfair, there is an unequal power balance. The person / people doing the bullying is / are stronger or there are more of them or they have 'influence' (higher status or power).

The children will have regular and planned opportunities to discuss this definition and what it means.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
- Physical pushing, hitting, kicking, 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
- Cyber all areas of internet, such as email and social media misuse; mobile threats by text messaging and calls; misuse of associated technologies (ie camera / video facilities)

Why is it important to respond to bullying?

Bullying hurts. No one deserves to be subjected to bullying. Everybody has the right to be treated with respect. Pupils who are showing bullying behaviours need to learn different ways of behaving.

Staff have a responsibility to respond promptly and effectively to issues of bullying.

Intentions of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is
- 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 on bullying is, 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
- A child is not called a 'bully', they are described as 'a person who bullies' or is showing 'bullying behaviours'. There is a difference between what we are and what we do; for example, I may paint

my room but I am not a painter. If we say someone is something, it feels like they cannot change it. We will not label a child as a bully as the child is capable of changing their unacceptable behaviour

Signs and symptoms of bullying

A child may indicate by signs or behaviours 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
- 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 mornings
- 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 or jumpy when a cyber message is received

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

Procedures

1. Children or parents to report incidents of bullying behaviours to staff
2. The incidents of bullying behaviour will be recorded by staff
3. Parents of the bullied child should be informed and will be asked to come in to a meeting to discuss the problem
4. Parents of the child displaying bullying behaviours will 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 responded to immediately
7. An attempt will be made to help the children who are bullying to change their behaviours
8. Pastoral support will be offered to the bullied child.

Outcomes

1. The child who is bullying ,may be asked to genuinely apologise. Other consequences may take place, for example loss of playtimes
2. In recurring serious cases, fixed term or even permanent exclusion will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Prevention

We will teach children about the effects of bullying through our PSHE (Personal, Social and Health Education) scheme which includes a 'Say No to Bullying' topic as part of the SEAL (Social and Emotional Aspects of Learning) programme. We also run an E-safety and anti-bullying week during the school year to highlight the issue and to ensure children know what to do if they see bullying or are directly involved in bullying behaviours.

As and when appropriate, the following methods may be included for helping children to prevent bullying:

- Writing a set of school rules
- 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 in assembly
- Making up role-plays
- Having discussions about bullying and why it matters
- Informing pupils about what to do if they are being bullied or have witnessed bullying behaviours
- Inviting outside agencies to speak to children about bullying issues
- Providing information for pupils and parents about bullying, for example through leaflets or booklets and parent information evenings usually once per year.
- Taking part in national annual Anti-Bullying Week

Help organisations

Advisory Centre for Education
Children's Legal Centre
KIDSCAPE Parents helpline
Parentline Plus
Youth Access
Bullying Online

Visit the Kidscape and Thinkyouknow as well as the CEOPS websites for further support, links and advice.

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Chair of governors:

Head of School Bedenham

Head of School Holbrook

