



East Stanley School



Anti Bullying Policy Sept 2017



East Stanley School Anti-Bullying Policy

Introduction

At East Stanley School we believe that all pupils have a right to learn in a supportive, caring, safe environment without the fear of being bullied. We promote good behaviour and this policy should be read in conjunction with our Behaviour and Safeguarding Policies. It is made clear that bullying is a form of anti-social behaviour. It is wrong and it does not follow the ethos of our school supporting pupils' social emotional aspects of learning as stated in our PSHE Policy.

As a school we respect each others' safety and we all have the responsibility to promote this principle.

Definition

At East Stanley School we regard any type of bullying as totally unacceptable. We define bullying as deliberate, hurtful, repetitive behaviour, in which a pupil has some type of hold over another, and where a child being bullied finds it difficult to defend him/herself.

We consider the main types of bullying to be:

PHYSICAL - hitting, kicking and taking belongings.

VERBAL - name-calling, insults, racist remarks.

INDIRECT - spreading nasty stories about someone, or, excluding someone from social groups.

ANTI-SOCIAL - participatory gang involvement or organised gang intimidation.

CYBER - where verbal and emotional abuse takes place via electronic communication/social media

We use the acronym S.T.O.P to teach pupils the definition and how to address bullying:

STOP 1 - When is it bullying?

Several

Times

On

Purpose

STOP 2 - What should you do?

Start

Telling

Other

People

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others



Circle Time, assemblies, role- plays and stories are used to show what pupils can do to prevent bullying, and to create an anti-bullying climate in school.

Staff responsibilities

Through safeguarding training all staff are made aware of possible signs and symptoms of bullying and they know who to report any concern to.

Possible signs are:

- is frightened of walking to or from school
- does not 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- becomes withdrawn anxious, or lacking in confidence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 is wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received

Reporting Procedures

All staff, including lunchtime assistants and teaching assistants, follow the same procedure when an incident of suspected bullying is reported or witnessed.

1. Reassure the child/parent that they have done the right thing by telling someone.
2. Ensure the child knows that the best thing is not to retaliate.
3. Listen to the child/parent and make a record of any key information with names, dates and times.
4. Is there any evidence (written for example) or a witness. (In the case of cyber bullying help the person to keep evidence such as screen capture or not deleting emails or texts and help



the child to understand how to prevent a repeat i.e. changing contact details, leaving a chatroom etc.)

5. Share the information with the Headteacher or Deputy Headteacher and consider subsequent action and support. (N.B. For incidents of cyber bullying this may include content being removed or disciplinary powers being used to confiscate ICT equipment e.g. mobile phones. In cases of illegal content, the police will be informed)
6. Inform both sets of parents of action to be taken.
7. If bullying persists the Headteacher will involve the parents in improving the situation

Following an allegation of Bullying

All allegations of bullying will be treated seriously and investigated.

Following an investigation, if there is evidence of bullying, the perpetrator(s) will be dealt with in accordance with the School Behaviour Management policy.

Victims of bullying will see, as a matter of priority, that matters are resolved and that bullying behaviour and the perpetrators of bullying are not tolerated.

When bullying occurs, those around will be involved in the resolution of the incident and opportunities will be identified to further emphasise the negative impact of bullying on an individual, groups and communities.

Perpetrators of bullying behaviour will be punished. By the same token, and at an appropriate time, individuals will be given every opportunity to recover from the incident or phase with dignity and forgiveness. It is understood that bullying behaviour can be a sign of distress in children and a possible response to having feelings of jealousy and envy for the victim, a sense of being marginalized, alienated, disliked and even unloved. Zero tolerance is not diluted under any circumstance but some understanding of the reason behind the bullying can help to bring about the long term solution.

Any incident of bullying will be monitored and followed through. Both victim and perpetrator will be aware of this being the case.

We are committed to providing all children with an equal entitlement to being listened to and dealt with the same, regardless of race, gender, physicality, culture or class. Where bullying occurs all pupils, whether victims or perpetrators will be managed in exactly the same way.

Sanctions for Bullying

Every case will be reviewed individually and appropriate sanctions applied in accordance with our Behaviour Management Policy.

Sanctions

- Written apology.
- Loss of privileges for a set amount of time
- Formal parent contact by the head teacher.



- Contract between the child, parent and head teacher, which will be monitored daily or weekly as appropriate in order for the child to modify his/her behaviour.
- Fixed term exclusion
- Police involvement

Monitoring

All incidents of bullying will be kept on record using the CPOMS system by the Senior Leadership Team

Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form.

Concerns and Complaints

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Headteacher's notice.

If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure a copy of which may be obtained from the school office.

We would also be pleased to receive Compliments - feedback from parents when things have gone well.

Evaluating the policy

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period
- Pupils' perceptions of bullying in school through structured discussions and pupil questionnaires.
- The number of complaints and compliments that we receive from parents.
- From the comments made by visitors and other people connected with the school.
- By investigating patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.

Policy adopted/written: September 2017

Review Date: September 2019

Person/s responsible for Anti Bullying: Mrs T Storey

Date approved by the Governing Body: