



Anti-Bullying Policy -to be read in conjunction with our safeguarding and behaviour policies.

It is an entitlement that all children in our school receive their education free from humiliation, oppression and abuse.

What is bullying?

It is the wilful, conscious desire to hurt, threaten or frighten someone.

It can be physical, and/or verbal in nature. Name calling can be emotionally bruising.

As adults we have to be careful not to give it tacit approval by the way we talk to children and young people.

The weapons of a bully can also include threat and fear.

Distinction must be made especially with young children between bullying and bossiness and boisterous play. The latter becomes bullying when it spoils other children's activities, when hostility is shown or there is intimidatory behaviour.

Onlookers can be said to be indirect bullies. Watching and doing nothing can suggest support for the bullying.

Early intervention is important if the behaviour is to be changed.

Advice to Staff:

- (1) Watch carefully for early signs of distress in pupils, e.g. deterioration of work, isolation, erratic attendance, feigned illness or desire to remain with adults. Such behaviour can be symptomatic of other problems – but it may be the early signs of bullying.
- (2) Listen carefully and record all incidents.
- (3) Offer the victim immediate support.
- (4) Make the unacceptable nature of the behaviour and the consequences of any repetition clear to the bully. Inform any member of the School Management Team.
- (5) If it is a repeat offence – inform the parents and ask them to attend an interview at school with the Head or a member of the Management Team.

Reviewed June 2016 by Mrs W. Parkins HT.

- (6) A written copy of this interview should be kept in the Red 'complaints' Folder. These copies should be available to parents and should not be transferred to the secondary phase.
- (7) Constantly praise and seek ways of rewarding non-violent behaviour (see Assertive Discipline Policy).

Advice to Pupils:

- (1) When someone is being bullied or is in distress, take action. Watching and doing nothing can suggest support for the bullying.
- (2) Inform an adult immediately.
- (3) Do not tolerate bullies in the same social group.
- (4) Only accept people who do not bully others. Bullies will often stop if they are socially excluded.
- (5) Do not praise violent behaviour.

This advice should be a constant theme throughout the school and regularly transmitted to pupils.

Advice to Parents:

- (1) Watch for signs of distress in your children e.g. unwillingness to attend school, a pattern of stomach aches/headaches, equipment has gone missing, request for extra money, damaged clothing or bruising.
- (2) Take an active interest in the child's school and social life.
- (3) If you think your child is being bullied, inform the school immediately – and ask for an interview with the class teacher.
- (4) Keep a written record if the bullying persists.
- (5) Discuss with class teacher and Head/Management Team and devise strategies to help the child and provide him/her with support inside and outside school.
- (6) If the problem occurs outside school contact a solicitor. Ask for a letter to be sent to the bully's parents, informing them of the legal consequences of a recurrence of such behaviour.