

KIDSCAPE

**ANTI-BULLYING
POLICY FOR SCHOOLS**

**Newland St John's CE
Academy**



**NEWLAND
ST JOHN'S**
C OF E ACADEMY

'With God's help we work together to help each child fulfil their potential'

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

What Is Bullying?

Bullying means that one child is deliberately using his or her power over another to make them feel bad. Bullying is not having a single argument or fight with someone. It isn't saying something bad to someone once when you are angry.

Bullying goes on deliberately (on purpose) over a period of time (definition from Primary SEAL).

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, 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 & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

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. Pupils who are bullying need to learn different ways of behaving.

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

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and 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.
- 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.

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 of walking to or from school
- doesn't 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's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

Procedures

1. Report bullying incidents to staff
2. When any form of bullying is reported staff should inform Care and Wellbeing Worker as soon as possible so that written records can be kept of incident and how it has been dealt with this is so that the data can be analysed for future training.
3. We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves.
4. In serious cases parents should 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 the bullying stopped quickly
7. An attempt will be made to help the bully (bullies) change their behaviour
8. Incidents of name calling will be dealt with initially by the teacher, if this persists then it is to be reported to a member of Senior Leadership Team and parents informed. Homophobic name calling should always be challenged in a non-discriminatory manner, the same way as racist or sexist behaviour. If someone is using homophobic language as an insult then the response of all staff should be '*that word should not be used as an insult*'. If a child asks what the meaning of the term is, the response should be '*it is when a man and a man or woman and a woman live together as if they are husband and wife*'.
9. Incidents of racist name calling should be recorded.
10. When dealing with any forms of bullying the most important thing for staff to do is to strive to create a positive, open, tolerant ethos in which matters of concern to young people are discussed calmly.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) We will make every effort to adopt a problem-solving approach which encourages pupils to find solutions rather than simply justify themselves.
- 3) In serious cases, suspension or even exclusion will be considered
- 4) If possible, the pupils will be reconciled
- 5) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

The school follow the SEAL programme for PSCHE which includes a unit on anti-bullying. The school also participate in Anti Bullying week each year. Other prevention measures are:

- writing a set of school rules
- reading stories about bullying or having them read to a class or assembly
- having discussions about bullying and why it matters
- School to participate in Anti Bullying week
- E-safety Policy have links to cyber bullying
- School follow Behaviour policy
- Assemblies on any relevant issues that arise i.e. name calling, use of homophobic language.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

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