



Policy name	ANTI-BULLYING POLICY
Frequency of review	Annual
Governor lead	Helen Mallory
Lead member of staff	Jonathan Wanless
Reviewed on	29 November 2018
Reviewed by	Governing Board
Next review	November 2019

INTRODUCTION

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour.

WHY IS AN ANTI-BULLYING POLICY NECESSARY?

The school believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied. The school has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is **WRONG** and will not be tolerated.

WHAT IS BULLYING:

Bullying can occur through several types of anti-social behaviour. It can be:-

Bullying behaviour:

- deliberately causes hurt (either physically and/or emotionally);
- is repetitive;
- involves an imbalance of power;
- can take place between children, between adults, between adults and children.

Bullying is not:

- teasing and banter between friends without intention to cause hurt;
- falling out between friends after a quarrel or disagreement;
- behaviour that all parties have consented to and enjoy.

Types of Bullying

Direct

- Physical – attack, hitting, kicking, pinching, taking possessions etc.
- Verbal – name calling, teasing, threats, spreading malicious stories etc.
- Non-Verbal – ignoring or leaving out, offensive gestures, facial expressions etc.

Indirect

- Cyber bullying – texts, picture/video clips, phone call, email, instant messaging, chat rooms, social networking sites etc.

Prejudice or identity-driven bullying or harassment

- Disability / Special Educational Needs
- Gender – Sexist, Sexual and Transgender
- Race, religion or belief
- Sexual Orientation

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?***Remember that your silence is the bully's greatest weapon!***

- Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
- Fighting back may make things worse. If you decide to fight back, talk to a teacher or parent/carer first.
- Generally it is best to tell an adult you trust straight away. You will get immediate support.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

IF YOU KNOW SOMEONE IS BEING BULLIED:

- ✓ **TAKE ACTION!** Watching and doing nothing looks as if you are on the side of the bully,. It makes the victim feel more unhappy and on their own.
- ✓ If you feel you cannot get involved, tell an adult **IMMEDIATELY**. Teachers have ways of dealing with the bully without getting you into trouble.
- ✓ Do not be, or pretend to be, friends with a bully.

AS A PARENT:-

- ❖ Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard. If you think there is a problem give your child time first to try to resolve the matter themselves. If the problem persists get in touch with school.
- ❖ If you feel your child may be a victim of bullying behaviour, do inform the school. Your complaint will be taken seriously and appropriate action will follow.
- ❖ ***It is important that you advise your child not to fight back.*** It can make matters worse!

AS A SCHOOL:-

- We use every opportunity to discuss aspects of bullying and the appropriate way to behave towards each other, e.g. the PSE programme.
- We deal quickly, firmly and fairly with any complaints, involving parents where necessary.
- The school staff have a firm but fair discipline structure. The rules are few, simple and easy to understand and constantly reinforced in school.
- We encourage pupils to treat everyone with respect.
- We treat bullying as a serious offence and take every possible action to eradicate it from our school.
- We involve the pupils through the School Council in policy making in this area and their advice (see Appendix A) is publicised.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:-

Help, support and counselling will be given as is appropriate to both the victims and the bullies:

We support the **victims** in the following ways:-

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose
- informing the victims' parents/carers
- we offer continuing support when they feel they need it

We also discipline, yet try to help the **bullies** in the following ways:

- we talk about what happened, to discover why they became involved
- we inform bullies' parents/guardians

Signed:

Date:

Appendix A

**SEAMER & IRTON CP
SCHOOL COUNCIL**

**A L W A Y S S A Y
N O
T O B U L L Y I N G**

Bullying is.....

- ☠ Repetitive**
- ☠ Hurting someone or their feelings on purpose**
- ☠ Something that can happen at school or online**

Bullying is not.....

- 😊 Falling out with friends**

**What should you do if you think *you*
(or someone else) are being bullied?**



- ✓ Tell a trusted adult/teacher**
- ✓ Tell the school council who will let the right person know**