

# SILCHESTER CHURCH OF ENGLAND PRIMARY SCHOOL

## POLICIES AND PROCEDURES

### Anti-bullying Policy



**Mission Statement:** We aim to provide the highest quality of teaching and learning for all our children. We seek to create a Christian environment that is open, stimulating, safe and caring. We strive to value each individual and encourage attitudes of self-respect, responsibility and tolerance.

**DATE ISSUED:** November 2009

**DATE LAST REVISED:**

**DATE OF NEXT REVIEW:** November 2012

**PURPOSE:** At Silchester Primary School 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 let someone know and know that incidents will be dealt with promptly and effectively. This means that *anyone* who knows that bullying is happening is expected to let someone know.

**SCOPE:** This policy applies to all staff, pupils and parents in the school

#### SIGNATURES:

..... (HEAD TEACHER)

..... (CHAIR OF COMMITTEE)



## **What Is Bullying?**

Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally, through the exploitation of strength or power.

Bullying can be:

- Emotional being unfriendly or excluding.
- Physical pushing, kicking, hitting, punching, intimidating posturing/body language 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 and can damage children and adults for many years. 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
- changes their usual routine
- 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 less than expected in their 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, bruises or torn clothes
- becomes aggressive, disruptive or unreasonable
- displays aggressive behaviour towards other children or siblings
- falls out with friends
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- gives improbable excuses for any of the above

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. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
3. An attempt will be made to help the person who chooses to bully (bullies) to change their behaviour
4. Consequences of failure for an individual to stop choosing to bully will be dealt with in line with the school behaviour policy.
5. In cases of serious bullying, the incidents will be recorded by staff, in line with the Hampshire Bullying record
6. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
7. If necessary and appropriate, police will be consulted

## Outcomes

1. The person who chooses to bully (bullies) may be asked to genuinely apologise. Other consequences in line with the school behaviour policy may take place.
2. If possible, the pupils will be reconciled
3. All children within the situation will receive advice and guidance, possibly including support from ELSA (Emotional Literacy Support Assistant)
4. In serious cases, suspension or even exclusion will be considered
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

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- SEAL materials 'Saying no to Bullying'
- Circle time focused on bullying, as and when the need should arise
- Buddies in the playground to demonstrate appropriate behaviour
- 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 worship
- Devising and performing role-plays
- Having discussions about bullying and why it matters, including circle time

This policy was devised with reference to the following documentation;

- Safe to Learn: Embedding anti-bullying work in school - DCSF Publications
- Kidscape - Anti-Bullying Policy for Schools, some guidelines
- Supporting SEAL: The Parent Pack
- Bullying - Hampshire County Council
- Say no to Bullying - SEAL Theme 3

## 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
Childline 08001111	
Anti-Bullying Alliance	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.