

Raynsford VC Lower School

Anti Bullying Policy

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.

The definition of bullying

"A person is bullied when he or she is exposed, repeatedly and over time, to negative actions on the part of one or more other persons, and he or she has difficulty defending himself or herself."

This definition includes three important components:

- Bullying is aggressive behaviour that involves unwanted, negative actions.
- Bullying involves a pattern of behaviour repeated over time.
- Bullying involves an imbalance of power or strength.

Bullying is not always from another child or children it can come from an adult, inside or outside school or from home.

Bullying hurts, so we are a **telling** school. This means that anyone who knows that bullying is happening is expected to tell another member of staff, the headteacher or Chair of Governors. (see whistleblowing policy)

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, being excluded as friends, 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
- Electronic In appropriate use of ICT equipment, and the internet such as email & chat room misuse.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied.

Staff should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- is beginning to not want to come to school.
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning

- school work starts to suffer.
- has possessions which are damaged or " go missing"
- has unexplained cuts or bruises
- 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

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 the Safeguarding Children Officer (HH) and raise issues at staff meetings.
2. In cases of serious bullying, the incidents will be recorded by the Safeguarding Officer, who will also inform the school governors.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police or Social Services will be consulted
5. The bullying behaviour or threats of bullying will be investigated by the teacher and ultimately the Headteacher.
6. An attempt will be made to help the bully change their behaviour

Outcomes

- 1) Children will be given opportunities to discuss the situation from their viewpoint in an unbiased environment.
- 2) The bully will be given opportunities to explore the potential results of their poor behaviour.
- 3) The bully may be asked to genuinely apologise and/or other consequences may take place.
- 4) If possible the pupils will be reconciled through adult intervention tactics.
- 5) In serious cases, suspension or even exclusion will be considered
- 6) After the incident / incidents have been investigated and dealt with, each case will be monitored to try to ensure the bullying is not repeated.

Prevention

When necessary the staff will use these methods for helping children to prevent bullying.

- have a persistent ethos that encourages friendship and discourages being unkind. This will run through the whole curriculum, through staff attitudes, through PSHE and especially through whole class assemblies.
- discuss and agree set of school and class rules with pupils
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class.
- make bullying awareness a regular part of whole school assembly
- making up role-plays
- having discussions about bullying and why it matters

Also see Behaviour and Discipline Policy

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