



ANTI-BULLYING POLICY

OVERVIEW

Bullying can be defined as 'behaviour by an individual or a group, usually repeated over time that intentionally hurts another physically or emotionally'. The behaviour is often repeated and habitual. In this school, bullying and any other forms of intimidation are not acceptable. All will treat others with kindness, respect and all will care well for each other. All will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly to intervene if there are any signs or reports of bullying. This policy supports our mission statement aim to nurture children to achieve within a respectful community based on gospel values.

The DfES "Anti-Bullying Pack – Don't Suffer in Silence" suggest that

1. There are many definitions of bullying but most consider it to be:
 - deliberately hurtful – including aggression
 - repeated over a period of time
 - difficult for victims to defend themselves against.
2. Bullying can take many different forms but the main types are:
 - physical – hitting, kicking, taking belongings
 - emotional – being unfriendly, deliberately excluding, tormenting
 - verbal – name calling, insulting, making offensive remarks
 - indirect – spreading nasty stories about someone, exclusion from social groups, being
 - made the subject of malicious rumours and this can include cyber bullying.

We recognise name calling is the most common form. This may be because of individual characteristics but pupils can be called names because of ethnic origin, nationality or colour, sexual orientation, or some form of disability.

When discussing what is bullying and what is not with children we use the following definitions according to the age of the children.

Defining Bullying with Key Stage 1 Children.

It is bullying when people repeatedly target a group or individual by doing one or more of the following:

- hurt others on purpose – especially hitting or kicking
- say they will hurt other people
- tease others unkindly
- call people names
- take other people's things, spoil or throw them away
- say unkind things about others, whether true or not
- prevent others from joining in their work or group activities.

It is not bullying when people:

- hurt others by accident
- don't know other people want to join in
- won't let other people have their own way
- ask others to wait their turn
- want others to play by the rules
- borrow or use other people's things without asking, especially if they do not realise the things are not for general use.
- When others don't want to play for legitimate reasons

Defining Bullying with Key Stage 2 Children

It is bullying when people:

- deliberately hurt others time after time, especially when people are unable to defend themselves
- tease others especially when the person being teased begins to feel unhappy about it
- call others names, especially when the names are about how people look; e.g., race, colour, appearance, culture, gender, sexual orientation, ethnic origin or any form of disability
- threaten they will hurt others
- try to take other peoples possessions or money by force
- demand that others give them money or possessions
- force others to do things they know they should not do
- hurt others physically
- spoil, damage, take or throw away other people's belongings
- leave people out of play, groups or other social activities deliberately and frequently
- exaggerate tales or spread rumours particularly when meaning harm to the person
- act maliciously towards others, openly or by stealth
- make offensive remarks, hiss or otherwise show that they are intending to hurt or dominate others.

It is not bullying when people:

- borrow things and forget to return them
- ask if they can join in
- want others to follow rules of a game being played
- when you initiate the disagreement
- call people by a name they are happy with
- hurt others accidentally
- give good reasons why others cannot be included in a group activity.

OBJECTIVES

1. To ensure that all feel safe and free from any type of bullying and intimidation, including bullying related to race, religion, culture, SEN, appearance or health conditions, cyber bullying, gender, sexual orientation or bullying related to other groups or any vulnerable pupils.
2. To build an ethos where learners feel safe, free from threat and intimidation.
3. To promote good relationships where all are treated well and where learners care for each other.
4. To act promptly and effectively at the first sign of bullying.
5. To encourage learners and parents to report any attempted bullying.
6. To protect and reassure any victims of bullying.
7. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
8. To make this a happy school that is free from bullying.

STRATEGIES

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately if any bullying is observed or reported.
3. Racist incidents will be recorded using the format on the Safeguarding board and fed into CPOMs. School adhere to the LA procedures.
4. Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously. As appropriate, a report will be made, with details recorded and actions noted on CPOMs.
5. Every allegation of bullying will be investigated and followed up. All reports must be put on CPOMs.
6. Any victim of bullying will be well-protected immediately and in the future.
7. Any allegations of bullying will be reported to the HT/AHT via CPOMs and/or verbally.
8. RSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends. School also uses NO Outsiders.
9. We will use the school's discipline and rewards strategy to reinforce this anti-bullying policy.
10. Learners and their parents will be made aware of this policy.
11. The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy.
12. If needed the Support Plan 1 will be used in school. This may then be followed by Support Plan 2 with parental involvement.

OUTCOMES

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not acceptable and where all will treat others as they themselves would expect to be treated.