

# ANTI-BULLYING POLICY

## DEFINITION

Bullying is using words or actions in order to hurt someone physically or emotionally, making them feel unhappy or afraid.

There are many definitions of bullying, but most have three things in common:

- it is deliberately hurtful behaviour
- it is repeated often over a period of time
- it is difficult for those being bullied to defend themselves.

Bullying can take many forms but three main types are:

- physical - hitting, kicking, taking belongings
- verbal - name-calling, insulting, racist remarks
- indirect - spreading nasty stories about someone, maliciously excluding someone from social groups.

## IMPLEMENTATION

We believe that everyone has the right to be safe and to feel safe. In assemblies, PHSCE lessons and Circle Time we actively promote an anti-bullying culture and teach the children how to recognise bullying behaviour in themselves and in others and what to do about it. We take all reports of bullying extremely seriously. In each register there is a well-being book in which all instances of bullying are recorded. When incidents do occur these are recorded in the well-being logs and actions are taken as appropriate in line with the Behaviour and Discipline Policy. The following guidelines for pupils and parents are included in the admissions packs for new pupils. Parents are asked to keep them for reference.

**Pupils** - If you think you are being bullied:

- be firm and clear - look them in the eye and tell them to stop
- get away from the situation as quickly as possible
- tell a teacher or another adult in school
- keep on telling until you feel safe
- talk to a trusted adult at home.

**Parents** – Parents and families have an important part to play in helping schools deal with bullying.

First, discourage your child from using bullying behaviour at home or elsewhere. Show them by your example how to resolve the difficult situations without using violence or aggression.

Second watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect that a problem exists. Don't dismiss it. Contact the school immediately if you are worried.

If you think your child has been bullied:

- calmly talk with your child about his/her experience
- make a note of what your child says - particularly who was said to be involved, how often the alleged bullying has occurred; where it happened and what has happened
- reassure your child that he/she has done the right thing to tell you about the bullying

- explain to your child that should any further incidents occur he/she should report them to a teacher immediately
- make an appointment to see your child's class teacher
- explain to the teacher the problems your child is experiencing

Talking with teachers about bullying:

- try and stay calm - bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- be as specific as possible about what your child says has happened - give dates, places and names of other children involved
- make a note of what action the school intends to take
- ask if there is anything you can do to help your child or the school
- stay in touch with the school; let them know if things improve as well as if problems continue

If you are not satisfied:

- make an appointment to discuss the matter with the Headteacher; keep a record of the meeting
- if this does not help, write to the Chair of Governors explaining your concerns and what you would like to see happening

If your child is bullying other children

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware that their child is involved in bullying.

Children sometimes bully others because:

- they don't know it is wrong
- they are copying older brothers or sisters or other people in the family whom they admire
- they haven't learnt other, better ways of mixing with their school friends
- their friends encourage them to bully
- they are going through a difficult time and are acting out aggressive feelings

To stop your child from bullying others:

- talk with your child; explain that what he/she is doing is unacceptable and makes other children unhappy
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how he/she can join in with other children without bullying
- make an appointment to see your child's class teacher, explain the problems your child is experiencing, discuss with the teacher how you and the school can stop him/her bullying others
- regularly check with your child how things are going at school
- give your child lots of praise and encouragement when he/she is co-operative or kind to other people

To allow or condone bullying may lead to consideration under child protection procedures.