

ANTI-BULLYING POLICY

Aims

- a) To provide a school environment where bullying is not tolerated and students feel safe to tell someone, whether another child or an adult, if they are being bullied.
- b) To promote an anti-bullying message through the academic and pastoral curriculum and to encourage all members of the school to act with tolerance, courtesy and consideration to others at all times.

This Anti-bullying policy, E-Safety Policy, Counter Cyber-bullying policy and the school Behaviour Policy are to be seen as working towards the same end.

- a) Everyone in the school has the right to be treated as an individual and with respect. Good relationships are vital to the successful working of a school.
- b) Everyone will act with courtesy and consideration at all times.
- c) Students are expected to:
 - treat people with the kindness and respect they would expect.
 - make it as easy as possible for everyone to learn.
 - always speak politely to everyone.

BULLYING, OF ANY KIND, VIOLATES THESE STATEMENTS AND THEREFORE WILL NOT BE TOLERATED.

What is Bullying?

Bullying is the deliberate, unprovoked and unjustifiable use of force, either physical or mental, by an individual or group. It causes physical, psychological or emotional pain to the person being bullied. It robs a person of their rights, their peace of mind and their self-esteem. It can happen not just once but time after time. Cyber-bullying is included in this. See the school's separate Counter Cyber-Bullying policy for advice and procedures in dealing with cyber-bullying.

Some Aspects of Bullying

Bullying can be:

- Persistent
- Intimidating, fearsome, stressful
- Pre-meditated
- Intentional
- Demoralising
- Physical
- Psychological
- Humiliating, demeaning, threatening

- The use of a superior position of strength to intimidate
- A process designed to lower the self-esteem
- Carried out by individuals and by groups

Bullying includes:

- Name calling
- Physical violence
- Demands for money or possessions
- Hiding someone's possessions
- Being pressured to do something you do not want to do
- Threatening behaviour
- Spreading nasty or false rumours
- Deliberately leaving people out or not talking to them
- Teasing and tormenting a person about their social class, race, gender, personal appearance, school performance, possessions, disabilities
- Being sent unpleasant notes or made the subject of graffiti
- Being touched against your will
- Sexual harassment
- Mocking

FOR STUDENTS

What Should You Do If Bullying Is Taking Place?

If you are being bullied or you know of someone else being bullied - TELL SOMEONE. Don't blame yourself for what has happened.

Remember:

- Tell your parents and in school tell your teacher or any other adult you trust
- If it is urgent TELL the nearest adult. If they do not listen TELL SOMEONE ELSE. DON'T GIVE UP. IF YOU DON'T TELL, THINGS COULD GET WORSE.
- If the person you want to tell is very busy ask them when they can see you and spend some time with you.
- Walk away from any dangerous situation and GET HELP.

As well as telling, you can help stop bullying by:

- Being friendly towards people you know are being bullied, including them in your discussion, games, break-times and lunchtimes.
- Not laughing when someone is being bullied
- Saying out loud that you don't like what is going on.
- Not joining in.
- Letting an adult know if you see someone else being bullied

WHAT WILL HAPPEN IF YOU ARE FOUND BULLYING OTHER PEOPLE?

In every case the incident will be taken seriously and the responses can include some

or all of the following:

- You will have to explain your behaviour to a member of staff
- An account of what you have done will be written down and you will have to sign it
- Your parents will be informed of the incident and invited into school to discuss the matter
- The Headteacher will keep a record of the incident in your file for a specified period of time
- You will have to apologise to the person you bullied
- You will have to replace or repair any possessions you damaged
- You will have to do something to improve things for the person you bullied

Depending on the severity of the bullying incident you have been involved in one or a combination of the following will apply:

- Placed in a detention at break or lunchtime
- Placed on daily or weekly report or contract
- Isolated from lessons for a limited period
- Excluded from Fletewood School for a fixed term or permanently
- Explain your actions to the police if you assault another student

FOR PARENTS

Things to look out for in victims of bullying:

- Regularly feeling sick or unwell in the mornings
- Reluctance to make the journey to and from school
- Money or possessions going missing
- Clothes or school bag torn
- Wanting extra pocket money for no particular reason
- Unexplained cuts and bruises
- Unexplained behaviour changes, eg moody, bad tempered, tearful
- Unhappiness
- Nightmares
- Not wanting to leave the house
- Reluctance to talk openly about school friends and playtimes

WHAT YOU SHOULD DO IF YOU THINK YOUR CHILD IS BEING 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 bullying has occurred, where it happened, and what has happened.
- Reassure your child that he/she has done the right thing in telling you about the bullying and that there is nothing wrong with him/her.
- Encourage your child to report any incidents of bullying to a teacher immediately
- Make an appointment to see your child's Class Teacher or Headteacher even if your child is reluctant that you do so.

WE CAN ONLY DO SOMETHING IF WE KNOW THERE IS A PROBLEM

- Explain to the teacher the problems your child is experiencing.
- Do not encourage your child to hit back. It will only make matters worse. Such behaviour could be contrary to your child's nature. More positively, encourage your child to recruit friends. A child who has friends is less likely to be bullied.
- If the bullying only occurs outside school contact a solicitor. Ask for a letter to be sent to the bully's parents, informing them of the legal consequences of a recurrence of such behaviour.

You should also contact us at school and we will offer as much help and support as we can.

WHAT TO DO IF YOUR CHILD IS BULLYING OTHER CHILDREN

Many children may be involved in bullying others at some time or another. Often parents are not aware that their child is involved in bullying and may find it difficult to accept that their child could be involved.

- 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 or Headteacher. Explain to the teacher the problems your child is experiencing. Discuss with the teacher how you and 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

How the School will work to promote the anti-bullying message

- All staff will praise and encourage co-operative caring behaviour
- We will promote positive relationships by showing, through our own behaviour, that it is better for everyone to respect and care for each other
- We will provide an environment where children feel accepted and valued
- We will promote anti-bullying strategies across the academic curriculum
- Staff will treat all allegations of bullying seriously and will investigate each incident, logging details where appropriate
- Every effort will be made to ensure that any sanctions imposed are fair and appropriate and that they are applied in a non-humiliating, non-bullying way.
- Staff will watch for signs of distress in students. This might show itself as deterioration of work, regular "illnesses," isolation, wanting to be with adults rather than peers.
- We will use school assemblies to promote this anti-bullying policy.
- Staff will be given opportunities for training in ways to deal with students who bully and those being bullied. Knowledge gained will be disseminated to all staff.
- This policy will be issued to the parents of every child attending Fletewood School.

Parents will be expected to sign and return a slip to say that they have read, understood and agreed to it.

- A copy of this policy will be given to:-

all staff of the school

governors of the school

- An Anti-Bullying statement will be displayed prominently in every classroom.

- The school Anti-Bullying policy will be a regular agenda item of staff meetings in order to monitor and evaluate the implementation of it.

A Student Survey will be undertaken in Yrs 3, 4, 5 &6 to determine how students are feeling about their personal safety. This will be conducted periodically.

Lunchtime Supervisors

- If a student reports a bullying incident then it is preferable that they are seen in privacy and listened to away from other children
- Children must be respected and taken seriously when they report bullying incidents
- Report all incidents of bullying to the Class Teacher or Headteacher.
- Look for ways to encourage and praise children who care for, and help, others
- If you are pleased with a child's behaviour, praise them and inform the child's Class Teacher.