



# Anti-Bullying Policy

**Date of Review by Governing Body:** January 2024  
**Next Review Date:** January 2027

## **Rationale**

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. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

## **What Is Bullying?**

In our school we believe that bullying is unkind behaviour. It can include physical hurting and leaving people out as well as damaging people's things and making fun of people.

We don't allow unkind or cruel behaviour in our school. But not all unkind behaviour is bullying. The key characteristics that turn unkindness into bullying are:

- That it is repeated and goes on over time;
- That it is deliberate and not accidental;
- That it involves the person doing the bullying having some sort of power over the person experiencing the bullying.

## **Why is it Important to Respond to Bullying?**

Bullying hurts. 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.

We will 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. Staff should be aware of these possible signs and they should investigate if a parent says that a child:

- changes their usual routine
- is unwilling to go 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- becomes withdrawn anxious, or lacking in confidence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
- 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. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
2. All bullying incidents will be reported to the Headteacher and recorded.
3. Parents will be informed and will be asked to come in to a meeting to discuss the problem.
4. A programme of support will be put in place to ensure that the bully (bullies) change their behaviour.

### **Outcomes**

1. The bully (bullies) will be asked to genuinely apologise.
2. If possible, the pupils will be reconciled.
3. Sanctions will include missing playtime.
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 the following methods to help children to prevent bullying as and when appropriate, these will include:

1. Having discussions about bullying, particularly during Anti-Bullying week and why it matters in SCARF PSHE lessons, circle time and assemblies.
2. Making it clear to the children 'we are a telling school'. If they see any bullying they must tell a teacher.
3. Ensure children have good knowledge of "trusted adults" that they can go to for help.
4. Identifying a friendship stop/buddy bench for children to go to if they want someone to play with.

## **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	07496 682785
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

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

For a copy of Kidscape's free booklets "*Stop Bullying*", "*Preventing Bullying*" and "*You Can Beat Bullying*", send a large (A4) self-addressed envelope (marked "Bully Pack") with 6 first class stamps to:

Kidscape  
2 Grosvenor Gardens  
London SW1W 0DH