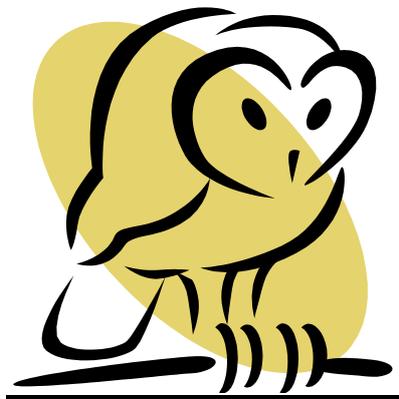


Blaby Stokes Church of England Primary School

**Anti-Bullying (including Cyber Bullying) Policy & Procedure
for Staff**



Signature (Chair of Governors)

Print Name

This policy has been officially adopted by the Governing Body of Blaby Stokes C. of E. Primary School. The Governors and Head teacher, in conjunction with staff, will review it three yearly.

Date.....

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch and the less aggressive pupils who can be drawn in by group pressure. Bullying is not an inevitable part of school life but it is likely that an organisation such as a school will always have examples of children wanting to exert power over other children for a variety of reasons. Learning about bullying and how to deal with it will be a necessary part of growing up, a part in which the school can play an active role. It rarely sorts itself out and experience shows that with primary children, they are anxious that the adults in their lives step in and sort out the immediate problem for them. This is only successful in the short term and it will be education about bullying which helps towards a long term solution.

It is evident that certain jokes, insults, intimidating/threatening behaviour, written abusive and violence are to be found everywhere in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. The school cannot affect or change the outside world but it can go some way to securing a climate within its own organisation that openly addresses the issues of bullying. It can support any victims and sustain a culture where pupils, staff and parents are united against those individuals who want to bully others.

Only when all issues of bullying are openly addressed, will a child best be able to benefit from the opportunities available at the school.

Statement of Intent

At Blaby Stokes, 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 listening and telling school.** This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Objectives of this Policy

- That all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- That all governors and teaching and non-teaching staff know what the school policy is on bullying, and accept collective responsibility for its implementation.
- That all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises.
- That as a school we take bullying seriously. Pupils and parents will be assured that they will be supported when bullying is reported.
- That we ensure we promote a positive and safe learning environment where bullying is not be tolerated.
- That we promote inclusion, tolerance, mutual respect and self-worth amongst all.

Statutory Duty of Schools

Head Teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

What Is Bullying?

Bullying is constant repeated anti social behaviour towards an individual or group of children by others. Bullying can occur through several types of anti-social behaviour.

Bullying can be:

- *Emotional* being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures, etc.)
- *Physical* pushing, kicking, hitting, punching or any use of violence
- *Racist* racial taunts, graffiti, gestures, etc.
- *Sexual* unwanted physical contact or sexually abusive comments
- *Homophobic* because of, or focusing on the issue of sexuality
- *Verbal* name-calling, sarcasm, spreading rumours, teasing, etc.
- *Cyber* All areas of internet ,such as email & internet chat room misuse
Telephone threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

As a school we can:

- a) Ensure that pupils understand what “bullying” is, ie. A repeated action by an individual or group of children.
- b) Ensure that bullying is taken seriously and every possible action is taken to eradicate it from our school.
- c) Encourage pupils to treat everyone with respect.
- d) Encourage pupils to discuss how they get on with other people and how to form positive attitudes towards other people.
- e) Organise the environment in order to minimise opportunities for bullying; we provide increased supervision at potential problem times and provide additional activities during those key times.
- f) Deal quickly, firmly and fairly with any complaints, involving parents where necessary, as mentioned in the school behaviour policy.
- g) Use any opportunity to discuss aspects of bullying and the appropriate way to behave towards each other e.g. through SEAL/PHSE curriculum, video, drama, assemblies, school council, playground buddy peer support group.
- h) Ensure that all the School Staff follow the School Behaviour and Anti-Bullying Policies.
- i) Ensure that any incidents are recorded on the school incident form.
- j) Regularly review the School Anti-Bullying Policy and its degree of success.
- k) Sampling of pupils’ views on their understanding of what bullying is.
- l) Involvement in anti-bullying week activities, e.g. drawing, poems, posters, role play, etc.

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. Schools have a responsibility to respond promptly and effectively to issues of bullying. Research demonstrates that victims of bullying can have deteriorating levels of attainment / attendance as a direct result of bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these *possible* signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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
- is afraid to use the internet or a mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

- 1) Any pupils, parents and others need to report bullying incidents, including cyber-bullying issues, to members of teaching staff. Teachers and SLT members (Head, Deputy Head etc) will be the persons involved with handling incidents of bullying.
- 2) The head teacher is informed of any bullying incidents. If bullying is suspected we talk to the suspected victim, the suspected bully and any other witnesses. If any degree of bullying is identified, the following action will be taken:-
- 3) Help, support and counselling will be given as is appropriate to both the victims and the bullies.
- 4) We support the victims in the following ways:
 - a. by offering them an immediate opportunity to talk about the experience with their class teacher or another member of staff if they choose.
 - b. informing the victim's parents/guardians.
 - c. by offering continuing support when they feel they need it.
 - d. in extreme cases we will consult parents over any arrangements
- 5) We also discipline, yet try to help the bullies in the following ways:
 - a. by talking about what happened, to discover why they became involved
 - b. informing the bullies parents/guardians.
 - c. by continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.

Outcomes

- 1) The bully (bullies) will be asked to genuinely apologise. Other consequences may also take place depending on the individual case.
- 2) In serious cases, suspension or even exclusion may be considered.
- 3) If possible, the pupils will be reconciled.
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

REVIEWING THE POLICY

This policy will be reviewed every three years or earlier if required

Last Reviewed

January 2014

Ratified by Governing Body

February 2014