

All Saints Carshalton, Church of England Primary School

ANTI-BULLYING POLICY (part of Behaviour Policy)

Bullying is a deliberate, conscious desire to hurt, threaten or frighten someone else by words or actions.

It can be short term or continue over a long period, but it is done deliberately, in the knowledge that hurt is being caused.

It can be very subtle and not easy for others to notice.

It can be hitting, kicking, hair pulling and other things that hurt the body.

It can be spreading rumours, leaving people out on purpose, name calling or making threats.

It can be carried out through social media.

Bullying is nasty. Whatever form it takes, it is always painful to the victim(s).

Bullying is against the rules at our school and will not be tolerated.

NB Accidents during play and single instances of tetchy behaviour should not be labelled as bullying by either pupils, parents or staff. Staff should use their professional common sense and deal with such individual incidents appropriately.

Procedure for dealing with bullying

1. Never condone bullying. This suggests your support.
2. Children should be told that **telling on bullies is acceptable**, if someone is **deliberately** hurting someone else either physically or verbally.
3. Ensure close supervision of areas where bullying could take place. (Children can be asked where bullying incidents are likely to occur whenever the policy is reviewed.) (Corners, toilets, cloakrooms are obvious areas to watch.)
4. Try to make every individual feel valued. Try to find good behaviour to praise to raise self-esteem.
Don't speak derisively of a child. Others may copy your example.
5. Give children opportunities to talk in confidence to you as a trusted adult.
6. When dealing with bullying, **don't bully the bully** or use aggressive punishments. This would reinforce the bully's view that bullying is a legitimate way of exercising power and control.
7. Log reported incidents of bullying. A brief note is all that may be required. It should be dated and signed. Evidence may be needed at a later stage if bullying is persistent.
8. Inform the head teacher of any serious incidents.

When an incident is reported to you:

1. Remain calm.
2. Take the incident/report seriously.
3. Take action as soon as possible.
4. Reassure the victim, give advice and support.
5. Make it plain to the bully that the **behaviour** is unacceptable.
6. Encourage the bully to see the victim's point of view and to suggest ways to help to improve the situation.

Serious incidents

1. Inform Head Teacher or Deputy Head Teacher.
2. Incident will be formally logged and records of any previous incidents noted.
3. Parents of bully to be informed of actions taken and reasons.

4. Give support to the victim. Discuss incident with victim's parents of actions taken and reasons.

Staff strategies to support pupils

- Create opportunities to discuss bullying, through drama, class discussions, games, stories or have a class 'Circle Time', which can lead to further discussion at the School Council and subsequent appropriate action.
- Help children to improve their social skills and raise their self esteem through planned activities.
- Encourage children to work in co-operative groups and give some help on ways to make this more successful.
- Reward good behaviour and set manageable goals for further improvement.
- Try to involve parents in supporting the school's behavioural policy.
(Most will have agreed to support our rules when their child started school here.)
- Keep an eye out for problems developing and try to diffuse them.
- Ensure there is proper supervision of "danger" areas to prevent the possibility of bullying.
- Ensure that children know they can talk to you, and be taken seriously, if they have a genuine problem.

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 they should take action if a child:

- Is frightened of walking to and from school
- Begs to be driven to school
- 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, wets the bed, 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 "go" missing
- Asks for money or starts to steal money (to pay bully)
- 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
- Attempts suicide or threatens to run away

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