

# Policy for Anti-Bullying



*Reviewed by Steve Tilley*

*September 2019*



# Anti-Bullying Policy

## Introduction

At Priorslee Multi Academy Trust 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 within the Academy. 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.

## Objectives of this Policy

- That all governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- That all governors and teaching and non-teaching staff should know what the policy is on bullying, and follow it when bullying is reported.
- That all pupils and parents should know what the policy is on bullying, and what they should do if bullying arises.
- We take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## What Is Bullying?

Bullying is the act of intentionally hurting another person. Bullying results in pain and distress to the victim. We are aware that bullying can be short-term or can continue over years.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Bullying can also be conveyed with an expression

**NB - bullying takes place when this behaviour is persistent.**

## A Child's View of Bullying

Carried out by Priorslee School Council

### Bullying is:

'Picking on one person consistently. This can be by name calling, sending notes, being physical, taking possessions or spreading rumours. This also includes using internet to send hurtful messages.'

### Ways we can stop it:

- Keep giving the message that bullying is unacceptable
- Encourage children to talk to buddies in the dinner hall
- Use school agencies including the School Council to spread the message
- Use of posters made in class and around school to stamp out bullying

### Things we already do:

- Use of PSHE lessons and stories in assembly with an 'anti-bullying' theme
- Strict rules around using ICT in school and e-safety lessons
- Some classes use worry boxes to tell an adult if they think bullying is happening
- Use of the behaviour card system

## We need to:

- Keep our message and ethos about bullying high profile with the all members of the school community.
- Make sure children have confidence to tell adults at all times

*"There is some teasing in all schools but in this school no-one really hurts each other."* (Quote from The School Council)

## 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 more appropriate ways of behaving.

At Priorslee Multi Academy Trust we aim to respond promptly and effectively to issues of bullying.

## Signs and Symptoms of Bullying

There are signs of behaviour that may indicate a child 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
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- shows emotional dependence on adults
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- has possessions which are damaged or " go missing"
- 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.

### **Responses to Bullying**

- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- Report bullying incidents to other members of staff especially if the incident arose outside the classroom e.g. in the playground
- Incidents that result in yellow or red cards being issued will be recorded on the school's computer based tracking system
- In some cases, ongoing issues between pupils may also be recorded on the tracking system, whether they have resulted in a yellow or red card or not
- The Principal may be informed
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem with the Principal
- An attempt will be made to help the bully (bullies) change their behaviour through events such as circle time and role play
- The bully (bullies) will be asked to genuinely apologise
- If possible, the pupils will be reconciled
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- In serious cases, suspension or even exclusion will be considered

### **Prevention**

Through PSHE, we use a variety of methods to prevent bullying. These include:

- writing and agreeing a set of class rules collaboratively
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read in class or assembly
- making up role-plays and having discussions about bullying and why it matters
- promoting anti-bullying week
- asking parents and children to sign a home-school agreement
- use of 'worry boxes' in each classroom to encourage children to speak up about bullying behaviour or other worries

## **Bullying taking place outside of school**

In certain circumstances, we may discipline pupils for bullying which occurs outside of school, in accordance with the DfE guidelines below:

*Subject to the behaviour policy, teachers may discipline pupils for misbehaviour when the pupil is:*

- *taking part in any school-organised or school-related activity or*
- *travelling to or from school or*
- *wearing school uniform or*
- *in some other way identifiable as a pupil at the school*

*Or misbehaviour at any time, whether or not the conditions above apply, that:*

- *could have repercussions for the orderly running of the school or*
- *poses a threat to another pupil or member of the public or*
- *could adversely affect the reputation of the school*

**'Behaviour and discipline in schools: advice for head teachers and school staff' February 2014**

In these circumstances, a member of the Senior Leadership Team will always be involved and parents will be informed.