



ANTI – BULLYING POLICY

Introduction: -

Considerable attention has been paid during recent years, across the nation, to the matter of bullying. We are shocked when we hear of the serious consequences of bullying; the matter should not be disregarded, by thinking that bullying does not occur in this school.

In our society, education is compulsory so it is therefore everyone's responsibility to ensure that it takes place in a caring environment. It is our responsibility in this school to create a safe environment for the pupils who are in our care, so that parents can send their children to us, safe in the knowledge that they are safeguarded from bullying.

Neither verbal nor physical bullying will be tolerated in this school, and it is part of everyone's duty to ensure that it does not occur.

Aims and objectives: -

- To attempt to eradicate bullying from this school
- To intervene effectively when bullying occurs
- To establish a programme which is acceptable to school, parents and governors.

What is bullying?

Bullying occurs when a person uses words or deeds, with the sole intention of hurting, threatening or frightening another.

- Bullying can take a number of forms, e.g. name-calling, making faces, staring at someone in a threatening manner, spreading malicious tales about someone, damaging or taking someone's property, obtaining something by threat, physical attack, kicking, pinching, pushing, making fun of someone, ostracising someone from the group, cyberbullying.

Note: -

- That males and females of all ages are capable of bullying
- That not every argument and fracas between two people denotes bullying
- That only by seeing the effect that the attacks have on the victim do we realise how serious the bullying is.



Possible reasons for bullying

- Jealousy
- attention seeking
- The bully will usually pick on a child who is different by, e.g.
- Clothing
- Disability
- More/ less able in any way at all
- hatred
- 'entertainment' for other
- accent
- colour
- physical size
- Race
- a show of power
- raising status

The effects and results that being bullied has on the individual: -

Fear of attending school; fear of travelling to school; an inability to sleep; avoidance of some sections of the school; loss of interest in work;

Psychological effects: - depression, withdrawal, loneliness.

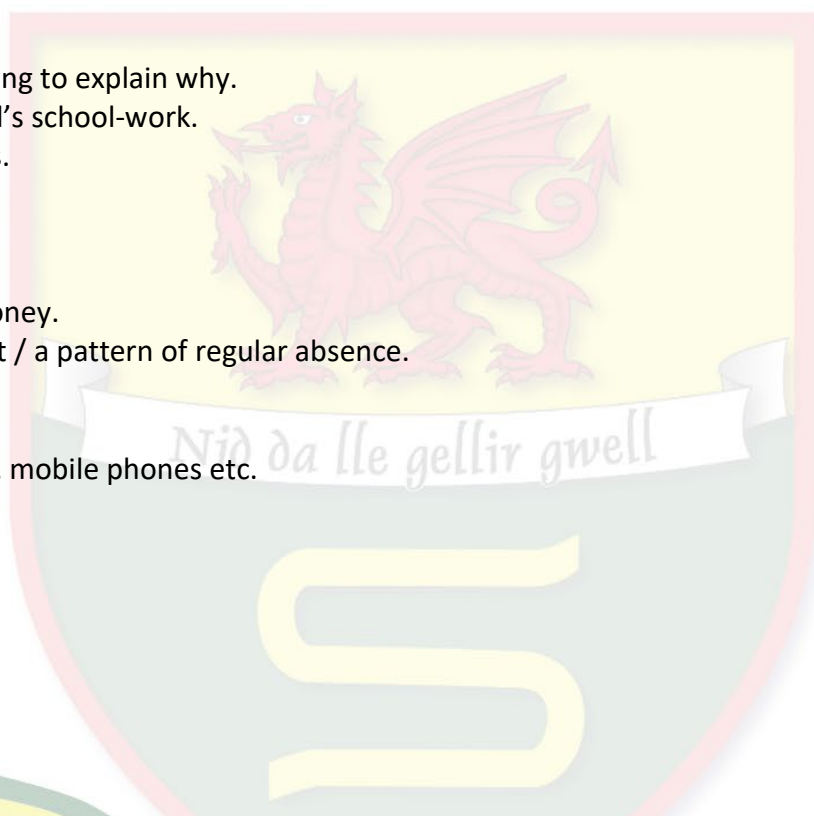
Note: -

We should look out for the following signs – they may denote that a child is being bullied: -

- A sudden deterioration in the child's work
- Regular unexplained absence
- Avoiding going out to play
- Wanting to stay in the company of adults at all times
- Frequently complaining of a headache/ stomach ache
- Avoidance of certain lessons.

Signs of bullying:

1. A child becoming introverted and refusing to explain why.
2. Rapid or gradual deterioration in a child's school-work.
3. A pattern of headaches/ stomach aches.
4. Personal property being lost.
5. Damage to clothing or property.
6. Frequent physical injuries (bruises)
7. A request for extra dinner or pocket money.
8. Refusing to go to school / playing truant / a pattern of regular absence.
9. Fear of travelling on school transport.
10. A pupil threatening another.
11. The use of ICT – social networking sites, mobile phones etc.





Cyberbullying

- Cyberbullying can be defined as the use of Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else. Cyberbullying is clearly a 'method' of bullying. Cyberbullying can include a wide range of unacceptable behaviours, including harassment, threats and insults; and like face-to-face bullying, cyberbullying can cause distress and harm.
- However, cyberbullying differs in several significant ways to other kinds of bullying. The key differences are:-
 - Impact: the scale and scope of cyberbullying can be greater than other forms of bullying.
 - Targets and perpetrators: the people involved may have a different profile to traditional bullies and their targets.
 - Location: the 24/7 and anyplace nature.
 - Anonymity: the person being bullied will not always know who is attacking them.
 - Motivation: some pupils may not be aware that what they are doing is bullying.
 - Evidence: unlike other forms of bullying, the target of the bullying will have evidence of its occurrence.

It is important that this school presents a caring environment which does not tolerate any form of bullying. We will: -

1. Support children who are being bullied.
2. Help bullies change their attitude.
3. Treat instances of bullying seriously, and investigate the circumstances of all incidents.
 - (a) Meet with everyone who was a part of the incident
 - (b) Break up any groups of bullies
 - (c) Help children to gain confidence and to know how to respond to difficult situations
 - (d) Involve parents at an early stage
4. Show concern about bullying which occurs on the way to and from school.
5. Record instances of bullying in a systematic fashion so that behaviour can be monitored.
6. Discuss bullying and behaviour within school with the children.
7. To seek help from outside agencies when the need arises.

Removing bullying from this school is everyone's responsibility: -

- (a) The P.S.E. programme – as part of the course, a unit on bullying will be discussed in year 7, and again in years 8 and 9, if necessary. Occasionally, whole-school and Year assemblies will raise the matter of bullying.
- (b) That bullying is never acceptable ought to be emphasised at all times.
- (c) Pupils should be encouraged to speak promptly of their experiences and not to ignore the matter by thinking that they can cope alone.
- (d) We must ensure that the playing fields, the corridors, the toilets and other hidden corners are inspected frequently by staff and senior pupils.
- (e) Mentors from year 10 will be on hand to talk to and to listen to younger pupils, and to keep a watchful eye and respond in a positive manner when they see anything suspicious.



- (f) We must ensure that each pupil has a nominated person that he or she can speak to, e.g. a Class Teacher or Head of Year or anyone that the pupil feels comfortable with. Pupils are eager to know that something will be done, and that the matter will be dealt with sensitively and confidentially.
- (g) All non-teaching staff – especially dinner –time supervisors and kitchen staff - need to be a part of the process, and to implement our anti-bullying strategy.
- (h) If pupils are concerned about bullying in the school, they have an opportunity to discuss matters in Year Council meetings and in the School Council.

ADVICE AND DIRECTIONS

TO STAFF

- (i) Look out for early signs of depression in children – keeping themselves to themselves, deteriorating work, feigning illness, preferring the company of adults, frequent absence. Although behaviour of this sort may be a sign of other problems, it can be an early sign of bullying.
- (ii) Listen carefully and record all incidents.
- (iii) Offer the victim immediate support by invoking the school's procedures.
- (iv) Make clear to the bully and his/her parents that such behaviour is entirely unacceptable, as well as the consequences of any repetition.

TO PUPILS

The following points are an important part of a whole-school policy which makes use of each pupil and teacher in its anti-bullying campaign.

If you are being bullied: -

- (i) Try not to show the bully that you are concerned, however difficult this is.
- (ii) Try to ignore the bullying.
- (iii) Walk quickly and with confidence – even though you don't feel this way inside.
- (iv) Try to be positive – shout loudly.
- (v) Collect your friends around you and say 'NO' to the bully.
- (vi) If you are different in any way, have pride in yourself – being a little different is a good thing.
- (vii) You need to avoid being alone in places where bullying occurs.
- (viii) If you are in danger, run away at once.
- (ix) Tell a trusted adult at once.
- (x) If you are a victim of cyberbullying, save messages as evidence and where possible, print the evidence.

**You can help put a stop to bullying: -**

- (i) Don't stand and stare – fetch help.
- (ii) Show that neither you nor your friends accept bullying.
- (iii) Offer your help and support to pupils who are being bullied.
- (iv) Avoid provoking or making personal comments about someone – imagine how you would feel yourself.
- (v) If you are aware of any bullying, tell an adult. This is not tale-telling – perhaps the person being bullied is lonely and afraid to say anything.

TO PARENTS

- (i) It is always a good idea to take an interest in your child's social life by chatting about friends and interests in and out of school. As well as finding out about your child's current friendships, you may also get to hear of any disagreements or difficulties which are bothering him/her.
- (ii) Look out for signs of depression in your children – an unwillingness to attend school, a pattern of headaches/ stomach aches, missing items, a request for extra money, damage to clothing or bruising.
- (iii) If you suspect that your child is being bullied, contact school at once and ask to meet the member of staff dealing with the matter.
- (iv) Don't encourage your child to hit back – this only makes things worse. Be positive, and encourage your child to make plenty of friends. A child who has friends is less likely to be bullied.
- (v) Advise your child not to delay before telling an adult that he/she trusts.
- (vi) Monitor your child's use of ICT, e.g.: mobile phone, the internet, especially social networking sites such as MSN, Facebook etc.
- (vii) Give the school time to investigate the problem. Every incident will be investigated without delay.
- (viii) If you are not satisfied with the outcome, request an interview with the Head.

Reviewed and Accepted by the Governing Body:	
Signature of Chairperson:	