



## **Anti-Bullying Policy**

### **Stanah Primary School**

#### **Statutory Duty of Schools**

"Head teachers must, by law, have a policy to prevent all forms of bullying among pupils. Challenging bullying effectively will improve the safety and happiness of pupils, show that the school cares and make clear to the bullies that the behaviour is unacceptable"

(Bullying: Don't Suffer in Silence - An advice Pack for Schools, DfE, 2000).

#### **Aims of the Policy**

The aim of the anti-bullying policy is to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied. The policy will both prevent incidents of bullying and ensure that any that do occur are dealt with effectively and consistently by all members of staff.

#### **Definition**

The staff and governors of Stanah Primary School accept the definition of bullying as ..."Behaviour which is hurtful or deliberate; it is often persistent, sometimes continuing for weeks, months or even years and it is difficult for those being bullied to defend themselves. Underlying most bullying behaviour is an abuse of power and a desire to intimidate and dominate" (Tackling Bullying in Your School, S. Sharp & P. K. Smith).

#### **Types of Bullying**

It is accepted that bullying may take many forms including:

Physical - hitting, kicking, taking or damaging belongings.

Verbal - name calling, insulting, repeated teasing and racist remarks.

Emotional - spreading nasty rumours, excluding someone from social groups.

Technological – sending any online message or comment that makes a person feel anxious or distressed.

Homophobic- related to sexual orientation.

## Effects of Bullying

Bullying can affect pupils in a number of ways. When pupils are bullied their lives are made miserable, they may suffer injury and they may be unhappy about coming to school. Over time they may lose self-confidence and self esteem, often blaming themselves for inviting bullying behaviour.

Bullying can affect the pupil's concentration and learning. Some pupils experience stress related illness; stomach aches, headaches, nightmares or anxiety attacks. All these symptoms should be carefully monitored by staff and reported to a member of the Senior Management Team if thought to be related in any way to bullying. If unchallenged, other pupils can learn that bullying is a quick and effective way of getting what they want. Bullying can pervade the relationships of children and become accepted as normal. This will not happen at Stanah Primary School.

## Bullying

- Class teacher to counsel both bully and victim immediately after the incident, offering clear and firm guidance.
- Record the incident on CPOMS.
- Inform both pupils' parents.
- The class teacher may consider additional disciplinary action, for example removal of privileges or loss of freedom / playtimes
- The Headteacher/Deputy Headteacher/Assistant Headteacher may consider issuing an internal exclusion.
- **Should a child continue to display bullying behavior an external fixed term or permanent exclusion will be considered.**
- The Headteacher/Deputy Headteacher/Assistant Headteacher has the power to exclude that pupil from school for a specific period or permanently. Parents may appeal against exclusion; the matter would then be referred to the school governors.
- All cases of racial abuse should be reported to the Headteacher who will report the matter to the Governors.

## Sexual Bullying

Sexual bullying has an impact on both genders. A sexual assault will lead to the fixed term or permanent exclusion of the perpetrator from Stanah Primary. Sexual bullying is characterised by abusive name-calling, comments about appearance, attractiveness and emerging puberty, inappropriate and uninvited touching, sexual innuendoes and propositions (i.e. sexual harassment).

Sexual bullying can also be related to sexual orientation. Children do not have to be either L,G,B or T to experience such bullying.

Strategies to deal with such bullying include:

- ◆ recording incidents on CPOMS
- ◆ awareness by staff that homophobic, biphobic & transphobic bullying can occur
- ◆ challenging homophobic, biphobic & transphobic language and explore pupils' understanding – they might not understand the impact
- ◆ guaranteeing confidentiality and support for those being bullied
- ◆ implement discipline procedures if the bullying warrants it.

### **Victims of Bullying**

Pupils who are being bullied are encouraged to speak to a responsible adult within the school at the earliest opportunity. They will be offered the opportunity to discuss the experience with their class teacher or a staff member of their choice.

The pupil will be reassured and continuous support will be offered to them. The restoration of self-esteem and confidence is a priority.

Staff will monitor the situation in the classroom, during lunch and in the playground.

### **Bullies**

Pupils who have bullied will also be encouraged to discuss their behaviour with an adult in the school; usually a member of the SMT. This adult should try to discover why the pupil became involved and establish the wrong doing they have caused. It is of value to ask the child how they feel inside and why. Bullying often stems from a feeling of unhappiness and a sense of not belonging. The informing of parents, as mentioned above, will also help change the attitude of the pupil.

### **Concerns From Parents**

Parents or Carers concerned that their child may be being bullied should contact the school immediately. A meeting with the class teacher and / or member of SLT will be arranged and a full investigation initiated. If necessary, the Headteacher or a member of the SMT will be informed and the situation will be closely monitored.

### **Review of Policy**

This policy will be reviewed annually. The school will assess its implementation and effectiveness.

### **Ongoing work**

Within the curriculum the school will raise awareness to the nature of bullying through citizenship, P.S.H.E, Diversity, assemblies and subject areas, in a continuous attempt to prevent such behaviour. An anti-bullying day will take place annually.

### **The School's Response to Bullying**

The persistent bully will need help and firm guidance. When dealing with a child who has bullied another, staff should be clear, honest and direct in their responses, avoiding the use of humiliation, sarcasm, aggression, threat or manipulation.

In the first instance the response should, if at all possible, be immediate with possible follow up in the longer term. The incident should be recorded and the child's parents be informed. Each case should be considered in its own right. Following an incident of bullying, the policy of the school is to provide the pupils involved with some form of counselling in order to enable the pupils to discuss strategies for resolving the problem and avoiding further conflict. Outside support from specialist agencies will be utilised if necessary.