



Policy for Dealing with Bullying

**This policy has been adopted
by the Governing Body**

Statement of Intent

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 *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Rationale

At Pearl Hyde Community Primary School we recognise that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in the school to recognise bullying when it takes place and to deal with it effectively.

What Is Bullying?

Bullying can be described as being 'a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. Bullying can range from ostracising, name-calling, teasing, threats and extortion, through to physical intimidation, assault on persons and/or their property or inappropriate online activity. It can be an unresolved single frightening incident that casts a shadow over a child's life, or a series of such incidents.'

Staff, parents, children and Governors at Pearl Hyde Community Primary School work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical, online or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Research has shown, repeatedly, that the extent of bullying in schools is greatly underestimated.

Bullying may be brought to the attention of any member of staff by the victim(s), their friend(s), their parent(s) or other interested people.

Bullying can be:

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

It is important to understand that when children fall out with friends and argue with each other that their behaviour is not necessarily 'bullying'. Children do sometimes fall out with each other and say things because they are upset. We recognise the importance of teaching children how to deal with these friendship breakdowns by developing the social skills they need to repair their relationships.

Why is it Important to Respond to Bullying?

We tackle bullying because we care about the children in our care. We recognise that bullying hurts. No one deserves to be a victim of bullying. We believe that

- Bullying makes people unhappy and leads to low self-esteem;
- Children who are being bullied are unlikely to concentrate fully on their schoolwork;
- Some children avoid being bullied by not attending school;
- Children who observe unchallenged bullying behaviour may copy this anti-social behaviour; and,
- We want to build the self-esteem of all pupils, especially bullies and victims.

Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Our school has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

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

Role of adults including parents/carers

All adults, including parents/carers, have an important part to play in helping to make the school's anti-bullying policy effective. We ask all adults to look out for a child who displays unusual behaviour as this may indicate that he or she is being bullied eg the child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- 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 (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 mobile phone
- is nervous & 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.

In addition, we ask parents/carers to:

- take an active role in their child's education by asking such things as how their day has gone and who they have spent time with etc..
- contact the school if they believe that their child may be a victim of bullying. The concern will be taken seriously and appropriate action will follow.

- reinforce the school's policy on bullying and tell their child to speak to a member of staff if they feel they are being bullied and not to retaliate as this will only make matters worse.
- let the school investigate the allegation and avoid approaching the child you believe may be responsible for the bullying or the parent/carer of that child as this could make the situation worse.
- Talk to their own child if they know they are involved in bullying and inform the school so that the situation can be resolved with the children concerned.

Procedures

Allegations and incidents of bullying at Pearl Hyde Community Primary School will be taken seriously by all staff and dealt with impartially and promptly. All of those involved will have the opportunity to be heard in order to gain the fullest possible picture of what has occurred. Staff will support all children involved whilst the allegations and incidents are investigated and resolved. The following procedures are to be followed:

1. Report bullying incidents to staff
2. Incidents of bullying will be recorded in the school's Information Management System by the member of staff investigating the incident. This will usually be the child's classteacher.
3. The classteacher of any child responsible for bullying will identify the nature of the problem and suggest possible solutions which should be discussed with the relevant Phase Leader. The bullying behaviour must be stopped and prompt action should be taken to achieve this.
4. Action will be taken. This will initially have a problem-solving focus which is intended to resolve problems in a firm but sensitive way, making it clear to all children that bullying is wrong and will not be tolerated (Any attempt to justify bullying will be challenged and children will be reminded that they should speak to an adult if they have a problem.) Further action should include an attempt to achieve agreement between the children on what took place, the reasons for it and, what should have happened. All children will be reminded that they should tell an adult if they are bullied or they see another child being bullied. The children will be reminded of the behaviour expected from everyone at Pearl Hyde which is based on respect for one another. If possible, the children will be reconciled. To achieve this staff will seek to ensure that any child who has bullied another understands the hurt they have caused and will encourage them to apologise to the victim. The victim will be encouraged to consider forgiving the perpetrator if a genuine apology has been given.
5. Sanctions may need to be applied in order to ensure that the perpetrator develops a real awareness of the fact that bullying is unacceptable. Sanctions could range from loss of playtime, counselling, attendance at nurture club, loss of privileges etc. Sanctions will be proportionate to the seriousness of the bullying and will take into account the age and aptitude of the child concerned. The intention behind the application of a sanction is primarily related to raising awareness, expressing disapproval and changing behaviour.
6. Arrangements will be put in place to monitor the situation for a short period of time through direct contact between the member of staff dealing with the problem, the perpetrator and the victim. The period of time will vary but it is intended to let the perpetrator know that the member of staff is looking for evidence of a change in behaviour and to let the victim know that there is ongoing support to ensure they feel safe.
7. If bullying continues, or in more serious cases parents/carers will be informed and will be asked to attend a meeting to discuss the problem. In such cases, the school will consider more serious sanctions such as exclusion from school.
8. If appropriate, a mediation meeting involving parents/carers and children may be arranged.
9. If necessary and appropriate, police will be consulted.
10. The school buys in support from "Time for You." This group can offer counselling and support for both the victims and perpetrators of bullying. Access to this service will be via the headteacher or the Inclusion Leader.

Prevention

We will use a variety of strategies, including KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- developing and promoting a strong culture of mutual respect in school

- implementing the school's behaviour policy which uses praise and rewards to reinforce good behaviour
- writing a set of school rules
- signing a behaviour contract
- using 'playground pals' to support children at play
- attendance at nurture club
- taking part in 'national anti-bullying week'
- raising awareness through anti-bullying assemblies
- promoting social and emotional development through the school's PSHE scheme of work
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters during circle time

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

USEFUL DOCUMENTS AND RESOURCES:

DFES Website	Up to date information about anti-bullying strategies
Teachernet	As above.
CSIE	Index for Inclusion 2000: Developing Learning and Participation in Schools
CRE	Learning for All – Standards for Racial Equality in Schools 2000
DfEE	The Use of Force to Control or Restrain Pupils (Circular 10/98)
DfEE/Home Office	Social Inclusion: Pupil Support 10/99
DfEE/ Home Office	School Security: Dealing with Troublemakers 1997
Ofsted	Raising the Attainment of Minority Ethnic Pupils 1999
The Stationery Office	Bullying – Don't Suffer in Silence (Circular 0064/2000) An Anti-bullying Pack for Schools
The Stationery Office	Discipline in schools: Report of the Committee of Enquiry Chaired by Lord Elton 1989 (Reprinted 1997)
Useful Documents and Resources	
DFES Website	Up to date information about anti-bullying strategies