



Anti-Bullying Policy

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students 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.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

Emotional/ psychological	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 because of, or focussing on the issue of sexuality comments
Homophobic	Name-calling
Verbal	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
Medical	Singling people out because of a medical factor (e.g. Autism, dyslexia, physical disabilities)

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. Students who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, students 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 students 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. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

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 that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to 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
- 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 (money / 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

Procedures

1. Report bullying incidents to staff
2. In cases of pernicious (very harmful) bullying, the incidents will be dealt with by Senior Leaders
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem

4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

For more information see *Behaviour Flowchart 8* in The Attitude to Learning Policy

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place. A Restorative Enquiry will be used to secure good outcomes
- 2) In serious cases exclusion will be considered
- 3) If possible, the students will be reconciled using Restorative Approaches
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Prevention

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

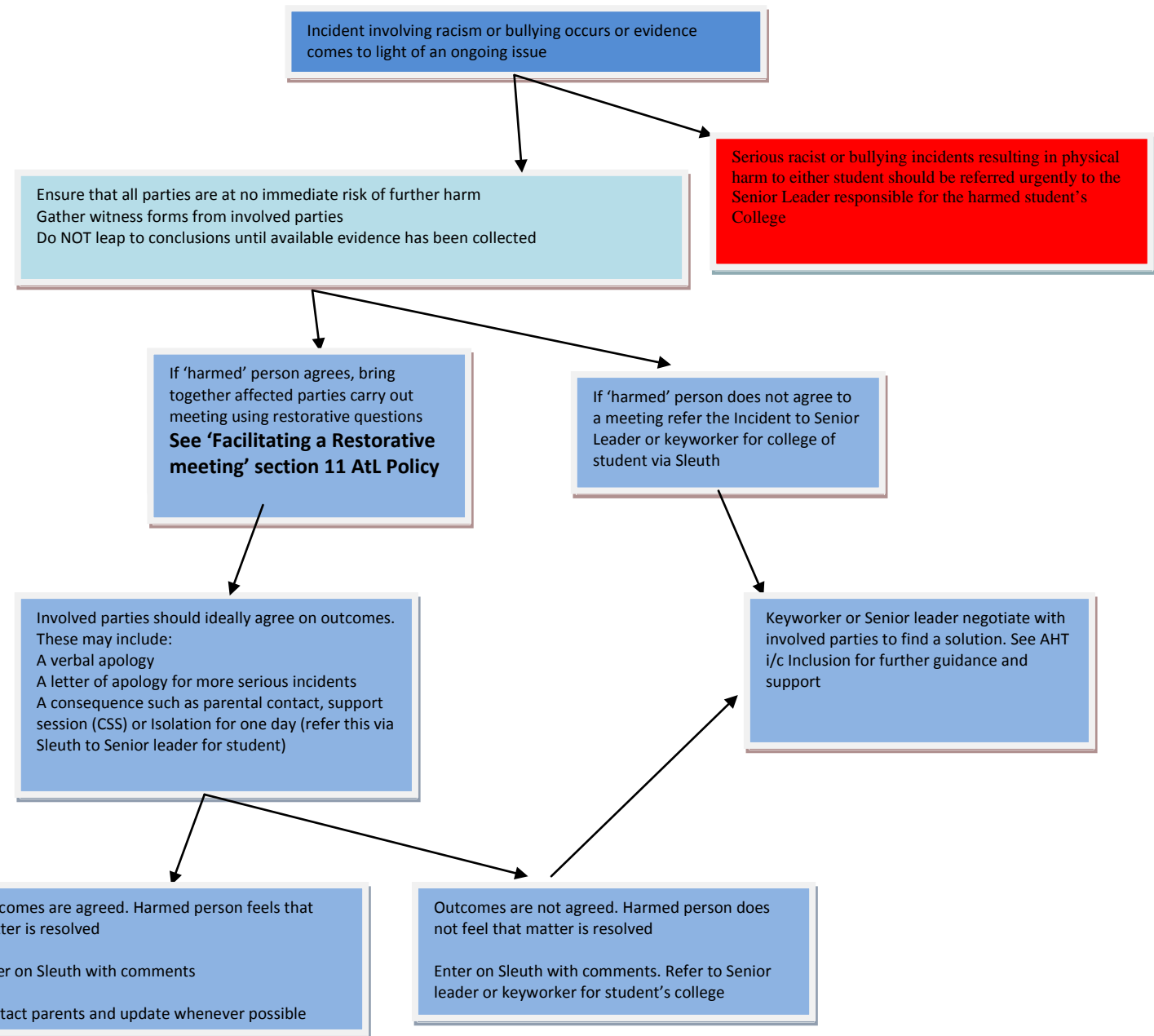
- writing a set of school rules
- signing an Attitude to Learning contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

Cyber bullying and the home

The school will make every effort to deal with incidents where bullying is concerned. Like all schools The Elmgreen School finds that bullying which takes place outside the school using MSN, Bebo, email or other such electronic means of communication can be almost impossible to investigate fully.

The Elmgreen would advise that it is a parent/ carer's responsibility to monitor and restrict children's home internet usage so that vulnerability to cyber bullying is reduced.

Behaviour flowchart 8 from AtL Policy: Guidance on incidents involving bullying or racism



Informed by Kidscape Model Policy March 2005

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
Youth Access
Bullying Online

0808 800 2222
020 8772 9900
www.bullying.co.uk

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