

## ANTI BULLYING & HARASSMENT POLICY

### 1. Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks, homophobic remarks)
- indirect (spreading rumours, excluding someone from social groups)
- social media (texting, emailing or using social media sites)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness or taking unusual absences. There may be evidence of changes in learning patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### 2. Statutory duty of schools

Head Teachers have a duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### 3. Implementation

#### 3.1 Schools

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the Head Teacher
- The Head Teacher will interview all concerned and will record the incident
- Teachers will be kept informed
- Parents will be kept informed

#### 3.2 Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupil
- Offering regular support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved

- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- Consequences to cease offending, following our School Behaviour Policy
- Exclusion from certain areas of school premises
- Short term fixed-term exclusion
- Longer term fixed-term exclusion
- Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

National Anti-Bullying Week will be observed and participated in every year. Each class will spend each day of the week looking at a different form of bullying and through drama, for example, will give children strategies of how to keep themselves and their peers safe. A talking homework will also be set in order to involve parents.

#### **4. Monitoring, evaluation and review**

The school will review this policy every 2 years and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.