



# Anti-Bullying Policy



All of our policies are underpinned by our Vision and driven by our Values of Friendship, Family and Fulfilment

**This policy should be read in conjunction with the Safeguarding Policy**

## 1. Statement of Philosophy

- All of our policies are underpinned by our Vision and driven by our Values of Friendship, Family and Fulfilment.
- The school is committed to providing a safe, caring and friendly environment for all pupils and staff. This policy is designed to be preventative and create and support a culture of care and consideration for others.
- It helps raise awareness of bullying throughout the school and to all pupils, parents/carers and staff and publicly acknowledges that the school considers bullying to be unacceptable and is committed to dealing with bullying by challenging and stopping such incidents.

## 2. Definition of Bullying

*'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.'*

Types of bullying can be:

- Emotional - 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;
- Gender-based
- Homophobic - focussing on the issue of sexuality;
- Verbal - name-calling, sarcasm, spreading rumours, teasing;
- Cyber - all areas of the internet (e.g. email & internet chat room misuse); mobile phone threats by text messaging & calls; misuse of associated technology (e.g. camera & video facilities).

## 3. Objectives of this policy

- To ensure that all pupils, parents/carers, staff and governors know what the school policy is on bullying and what they should do if bullying arises;
- To ensure that all governors, staff, parents/carers and pupils have an understanding of what bullying is;
- To set out a co-ordinated approach to preventing and tackling bullying at school and whilst pupils travel to and from school.

#### **4. Preventative strategies (pupils)**

The school has agreed a whole-school approach to developing pupils' social and emotional skills; rewards and celebration strategies for good social skills; peer support; activities during anti-bullying week (November each year); developing school/class rules to minimise the risk of sexual, racist, physical, emotional and verbal bullying; individual support and/or small-group work for pupils related to social and emotional skills with our ELSA (Emotional Literacy Support Assistant). The school has a booklet for pupils, 'Say No! Speak Out! Action Against Bullying', which is reviewed regularly with the House Parliament. The ethos and values of Pitton School mean that all members of staff actively encourage children to have respect for each other. Kind behaviour is regularly acknowledged and rewarded.

#### **5. Cyber-bullying**

To minimise the risk of cyber-bullying, the school does not allow children to bring mobile phones onto the site and e-mail access is restricted to a shared class address and monitored by staff. An ICT contract is issued to and signed by each junior pupil. Parent workshops on E-safety are organised to keep parents informed of potential problems and there is supporting follow-up information on the school website.

#### **6. Support through the curriculum**

The school has a programme of curriculum opportunities that are intended to prevent bullying. The teachers use circle-time, PSHE lessons and lessons that discretely teach social and emotional skills.

Supportive websites are also signposted to support children and their parents. (Annex B)

#### **7. Support for vulnerable groups**

The school has a programme of planned and structured interventions that support vulnerable pupils who have been the victim of bullying or have bullied other people using:

- peer support
- buddy system
- support from other agencies
- individual or small-group work
- counselling and ELSA

#### **8. Roles**

All members of the school community are responsible for providing a safe, caring and friendly environment for all pupils and staff, which minimises the risk of bullying.

The preventative strategies outlined in section 4 above are the responsibility of all staff. The House Parliament and Parents' Questionnaires provide opportunities for pupil and parent voice in promoting and evaluating the success of these strategies. The Headteacher and class teacher(s) must be involved in dealing with any reported case of bullying of a pupil or pupils in the school and must inform and work with parents. The Link Governor for Safeguarding has a monitoring role and will be informed of any incidents of bullying, as well as receiving reports of the school's ongoing anti-bullying programme.

## **9. Procedures**

- Pupils/parents/carers/staff members report bullying incidents (using the school's methods of reporting);
- All cases of bullying (as defined by the school's definition of bullying) should be recorded by staff (as described in section 10) and will be investigated immediately by the class teacher and a senior member of staff;
- In serious cases parents/carers should be informed and will be asked to come in to a meeting to discuss the problem;
- The bullying behaviour or threats of bullying will be investigated and bullying stopped quickly;
- An attempt will be made to help the bully/bullies change their behaviour;
- Support will be available for the person being bullied;
- In serious incidents the situation will be monitored by staff to ensure that the bullying has stopped permanently.
- In some cases, outside agencies may be involved (e.g. Behaviour Support, Educational Psychologists), to support the school and family in dealing with incidents of bullying.

Where staff members are either the victim of bullying or the instigator of bullying the Headteacher or Chair of the Local Governance Committee is informed and either members of PAT or Governors from the Local Governance Committee are made available to support or deal the matter, depending on the circumstances.

## **10. Reporting Incidents**

The school has created an atmosphere where anyone who is being bullied, or anyone who knows about it, feels that they will be listened to and that action taken will be swift and sensitive to their needs. Both bystanders and pupils being bullied must realise that 'not telling' means that bullying is likely to continue.

The reporting system offered is confidential and varied routes offered through TAs, teachers or senior management.

The school logs on CPOMS all reported incidents of bullying, including how the incident is responded to and monitored by the school

## **11. Outcomes**

- Appropriate sanctions will be imposed depending on the severity of the incident/s (see school's Behaviour Policy).
- Bullying incident/s will be monitored by staff and the parents of both victim and perpetrator to avoid further incidents do not take place.
- In the case of very serious bullying cases the school reserves the right to exclude a pupil who has been involved in bullying another pupil/member of staff.
- Any sanctions will be applied fairly, proportionately, consistently and reasonably, taking account of any special education needs (SEN) or disabilities that pupils may have and taking into consideration the needs of vulnerable children.
- Bullying by children with disabilities or SEN is no more acceptable than bullying by other children and appropriate sanctions will be imposed. However, to ensure the sanction is reasonable and lawful, the school will take account of the nature of the child's disability or SEN and the extent to which the child understands and is in control of what s/he is doing." (See page 26 of *Safe to Learn: Embedding anti-bullying work in schools*, DCSF publications: 2007).

## 12. Monitoring and Evaluation

The Anti-Bullying Policy and Anti-Bullying work is monitored regularly by the Headteacher and the Governor responsible for Child Protection, Mrs Judith Lewy.

<b>ANTI-BULLYING</b>	
<b>Reviewed:</b>	Annually
<b>Reviewed by:</b>	LGC
<b>Ratified:</b>	
<b>Next Review:</b>	
<b>Filed:</b>	PITTON POLICIES/non-statutory

## Useful sources of information and support for children and young people and their parents/carers

- Ask** Helpline: 08457 585072 or email: [info@askwiltshire.org](mailto:info@askwiltshire.org) (a Wiltshire based charity who support parents/carers) <http://www.askwiltshire.org/info-centre>
- Childline** Helpline: 0800 1111 (open 24 hours a day - aimed at children who are experiencing bullying problems)  
For children who are deaf or hard of hearing textphone service: 0800 400222  
[www.childline.org.uk](http://www.childline.org.uk)
- Kidscape** Helpline: 020 77303300 (aimed at parents, guardians or concerned relatives or friends of bullied children) <http://www.kidscape.org.uk/>

## Useful sources of guidance for schools in preventing and responding to bullying incidents:

These five documents have been produced by the Department for Children, Schools and Families between 2006 and 2008. Copies can be downloaded at: [www.teachernet.gov.uk/publications](http://www.teachernet.gov.uk/publications) The documents give specific information about types of bullying, how to create an environment that promotes anti-bullying and how to respond to bullying incidents.

- *Bullying around racism, religion and culture* (DCSF, 2006)
- *Safe to Learn: Embedding Anti-Bullying Work in Schools* (DCSF, 2007)
- *Safe to Learn: Embedding Anti-Bullying Work in Schools – Cyberbullying* (DCSF, 2007)
- *Safe to Learn: Embedding Anti-Bullying Work in Schools – Homophobic bullying* (DCSF, 2007)
- *Safe to Learn: Embedding anti-bullying work in schools – Bullying involving children with Special Education Needs and Disabilities* (DCSF, 2008)

