



## Anti-Bullying Policy

### Sherborne Abbey CE VC Primary School

January 2014

To be read in conjunction with: 'Preventing and Tackling Bullying, Advice for Headteachers, Staff and Governors', DCC 'Everyone is Different' Guidance 2012

#### Our Aims:

The aim of our anti-bullying policy is to ensure that pupils learn in a positive, supportive, caring and safe environment based on shared values and a sense of community, free from all forms of bullying.

Differences of any sort are absolutely repudiated as reasons for bullying.

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 school.

#### Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

Types of bullying are:

**Physical (hitting, kicking, manhandling)**

**Verbal (name calling, discriminatory remarks, teasing, insults)**

**Psychological (spreading rumours, excluding someone from social groups/activities)**

**Extortion (threats to obtain money or property)**

**Damage/Theft (to/of belongings)**

**Cyber bullying (use of texts, internet etc.)**

**Bullying because of prejudice against particular groups**

### **What to be aware of:**

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

Schools' teaching and ancillary staff are alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

### **Statutory duty of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### **Prevention**

Our school's response to bullying should not start at the point at which a child has been bullied. School staff proactively gather information about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects, staff training, making it easier for them to report bullying, celebrating success or through assemblies. Staff themselves will be able to determine what will work best for their pupils, depending on the particular issues they need to address.

We create an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest. (Ref 'Values for Life' Assemblies)

### **Intervention**

#### *Schools*

The following steps should 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
- Any evidence will be held by the Headteacher securely
- Teachers/TAs will be kept informed
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation will all parties concerned
- The consequences of bullying should reflect the seriousness of the incident; it should be made known to the appropriate school community so others see bullying is unacceptable
- If deemed appropriate by the head teacher or her Deputy DSP police and safeguarding team at county will be informed immediately

### *Pupils*

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their teacher/Head teacher/ other member of staff
- Reassuring the pupil
- Offering continuous 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
- Give care and guidance on how to change their behaviour
- Monitoring the behaviour of the child for an agreed fixed period
- Random monitoring of behaviour beyond this fixed period for a further fixed period
- Informing parents or guardians, police or county safeguarding team who will to help change the attitude of the pupil

**The following disciplinary steps can be taken if there is no improvement in behaviour:**

- official warnings to cease offending
- confiscating of any equipment
- time out from playground/classroom
- adult supervision for a fixed period
- fixed-term exclusion
- permanent exclusion (see Exclusions Policy for more details)

Within the curriculum the school will raise the awareness of the nature of all types of bullying through inclusion in Personal, Social and Health Education (PSHE), Anti-Bullying Week in November each year, class discussions and assemblies, regular e-safety awareness as appropriate, in an attempt to eradicate such behaviour.

**Outside School Premises**

Head teachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the actions taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

**Recording Incidents**

Staff should develop a consistent approach to monitoring bullying incidents in their classroom and throughout the school, evaluating whether their approach is effective. That will mean recording incidents so we can monitor incident numbers and identify where bullying is recurring between the same pupils.

### **Monitoring, evaluation and review**

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

Adopted: January 2012

Review date 1: January 2013

Review date 2: January 2014

Next review Date: January 2015

NB. To be read in conjunction with the school's Behaviour Policy, Social Networking Policy, Complaints Policy and Exclusions Policy and all other Child Protection Policies