

ANTI-BULLYING POLICY

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.

What is Bullying?

Children often report behaviour as bullying which is not bullying at all.

We do need to make sure that we all understand what bullying is before we define all hurtful behaviour as bullying.

At Cestria we understand bullying to be the use of repeated intimidation with the deliberate intention of hurting another person emotionally or physically. Bullying results in a child or group of children having power over another child.

What is the difference between Bullying and Hurtful Behaviour?

Bullying

When a child is being hurt for no reason (often repeatedly) and has not done anything to make another child behave this way.

Hurtful Behaviour

Where children often fall out and at times each is to blame for things that happen.

A bully

Is hurtful towards another child when the other child has not done anything to them.

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. Pupils 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, 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 the 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.

Signs and Symptoms

A child may be indicated by a variety of signs or behaviours that he or she is being bullied. Any worries or concerns should be reported to the Headteacher or class teacher.

Procedures

1. Child or parent reports incident to class teacher.
2. Record incident and investigate, copies of all reports to Inclusion Co-ordinator.
3. Decision made as to whether incident is bullying or hurtful behaviour. Report back to child or parent.
4. If unhappy with outcome refer to Inclusion Co-ordinator (Mrs Towers).
5. Contact Head teacher if still concerned.
6. Follow school complaints procedure.

Action

Hurtful Behaviour - dealt with by teacher or Headteacher as appropriate.

Bullying - inform parents of alleged bully of incident and consequences.

Consequences

1. An attempt will be made to help the bully/bullies change their behaviour.
2. Make the bully/bullies aware of the thoughts and feelings of the victim.
3. Behaviour contract to be agreed and signed.

4. Genuinely apologise to the victim.
5. Loss of privileges.
6. In serious cases, suspension or even exclusion will be considered.
7. Each case will be monitored to ensure repeated bullying does not take place.

Prevention

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

- writing a set of school rules
- signing a behaviour 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
- having discussions about bullying and why it matters
- anti-bullying poster
- anti-bullying awareness week
- playground buddy system
- worry box
- circle time activities
- teaching social skills

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	01206 873820
KIDSCAPE (Parents Helpline, Mon-Fri 10-4)	020 7730 3300
Parentline Plus	08088 002222
Youth Access	020 8772 9900

Also refer to the policy for 'Racial Equity' and 'Behaviour'