

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.

We will work to prevent and effectively tackle homophobic & transphobic bullying and all grounds of bullying under the Equal Status Act including gender (Inc transgender), civil status, family status, sexual orientation, religion, age, disability, race & membership of the traveller community.

What is 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.

Forms & Methods of Bullying

- Deliberate exclusion, malicious gossip and other forms of relational bullying
- Cyber bullying
- Identity based bullying

What is the difference between Bullying and Hurtful Behaviour (as defined by our children)?

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 fully
3. Decision made as to whether incident is bullying or hurtful behaviour.
4. Report findings back to child and/or parent.
5. If unhappy with outcome refer to 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. Every attempt will be made to help the bully/bullies change their behaviour including the involvement of outside agencies where appropriate
2. Make the bully/bullies aware of the thoughts and feelings of the victim.
3. Genuinely apologise to the victim.
4. Loss of privileges.
5. Each case will be monitored and reviewed as required
6. Where children have a special need a behaviour support plan will be formulated in consultation with parents, the child & other professionals

Taking into account all of the research reviewed, we would like to highlight the following core principles that underpin our school's approach to preventing and tackling bullying:

- A positive school culture and climate
- School-wide approach
- Effective Leadership
- A shared understanding of what bullying is and the impact it has
- Anti-Bullying Policy available to all
- Consistent recording of reported bullying behaviour
- Education & Training
- Prevention strategies including awareness raising
- Established evidence-based intervention strategies
- Appointment of Pastoral Leader
- Appointment of HLTA duties to include emotional & social interventions
- Provide appropriate opportunities for students to raise their concerns in an environment that is comfortable for the student. This includes issues that happen outside school, including cyber bullying. In order to accomplish this, we also consider how best to address topics that are masked by prejudice and silence, such as homophobic bullying.
- Ensure that students, parents / adults in children's lives and school staff at all levels are aware of the school policy, what is acceptable and unacceptable in the school environment and what actions will be taken if behaviour is deemed unacceptable.

To help to prevent and tackle bullying in school:

- Model respectful behaviour to all members of the school community at all times.
- Explicitly teach students what respectful language and respectful behaviour looks like; acts like; sounds like; feels like in class and around the school.
- Display key respect messages in classrooms, in assembly areas and around the school. Involve students in the development of these messages.
- ‘Catch them being good’ - notice and acknowledge desired respectful behaviour by providing positive attention.
- Consistently tackle the use of discriminatory and derogatory language in the school – this includes homophobic and racist language and language that is belittling of children with a disability.
- Give constructive feedback to students when respectful behaviour and respectful language are ignored.
- Have systems of encouragement and rewards (Cestria Money) to promote desired behaviour and compliance with the school rules and routines.
- Explicitly teach students about the appropriate use of social media.
- Positively encourage students to comply with the school rules on mobile phone and internet use. Follow up and follow through with students who ignore the rules.
- Actively involve parents in awareness raising campaigns around social media.
- Actively promote the right of every member of the school community to be safe and secure in school.
 - Highlight and explicitly teach school rules in child friendly language in the classroom and in common areas.
- Actively watch out for signs of bullying behaviour.
- Ensure there is adequate playground/school yard/outdoor supervision.
 - School staff can get children and students to help them to identify bullying ‘hot spots’ and ‘hot times’ for bullying in the school. Hot spots tend to be in the playground/school yard/outdoor areas, changing rooms, corridors and other areas of unstructured supervision. Hot times again tend to be times where there is less structured supervision such as when children and young people are in the playground/school yard or moving classrooms.
- Support the establishment and work of student councils

This policy will be reviewed annually