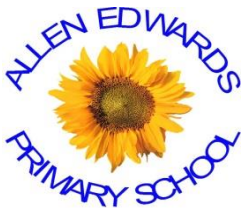




Individually Strong, Collectively Stronger

Anti-Bullying Policy



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ANTI-BULLYING POLICY

RATIONALE

This policy has been written in consultation with staff, parents, pupils and governors. It has also been based on the assessment of pupils needs. Bullying is defined in this policy as a serious occurrence and will be treated as such. At Allen Edwards we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure environment. Bullying of any kind is unacceptable in our school. If bullying does occur all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

Our anti-bullying policy is supported by our Rights Respecting Schools accreditation where we are committed to promoting Articles such as: Article 23 (Children with a Disability) and Article 2 (Non-discrimination). These Articles can be found in the United Nations Convention of Rights (1989).

AIMS OF THIS POLICY ARE FOR:

- All governors, teaching and non-teaching staff, pupils and parents, to have an understanding of what bullying is
- All governors, teaching and non-teaching staff to know what the school policy is on bullying and follow it when bullying is reported
- All pupils and parents to know what the school policy is on bullying and to know what they should do if bullying arises
- Pupils and parents to be assured that as a school we do not tolerate bullying and that they will be given school's full support when bullying is reported

WHAT IS BULLYING?

The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.

Bullying can be:

- Emotional being 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
- Homophobic focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, constant teasing
- Cyber-bullying use of mobile phones and the internet, deliberately to upset someone else.

PREVENTION

As part of our aim to prevent bullying we

- Write a set of class rules which each child signs their agreement.
- Ask parents and pupils to sign a home/school agreement.
- Discuss bullying as part of our circle time topics
- Use a range of resources, including SEAL programme on anti-bullying, as part of our PSHCE Curriculum
- Read stories about bullying or have them read to a class or assembly



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- Take part in the National Anti-Bullying Week
- Run a Playground Friends Service in KS2 in which children involved will try to mediate disagreements between children that may take place in the playground.

SIGNS AND SYMPTOMS

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

PROCEDURES

1. Report bullying incidents to staff.
2. Incidents which occur at lunchtime will be recorded in the lunchtime behaviour folder. This will then be shown to the child's class teacher and dealt with accordingly. Incidents reported to the class teacher will be recorded in the class behaviour box.
3. In serious cases a member of SLT will be informed and parents will be asked to come in to a meeting to discuss the problem
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. At Allen Edwards every attempt will be made to help the bully/bullies change their behaviour

OUTCOMES



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- 1) The child/children involved in the bullying incident to be spoken to by a member of Senior Management in order to recognise the hurt caused and where appropriate may be asked to genuinely apologise.
- 3) If possible, the children involved will be reconciled
- 2) In serious cases, suspension or, if deemed appropriate, exclusion will be considered
- 4) After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

This policy is written in conjunction with our Behaviour Policy, Child Protection Policy and Equal Opportunities Policy.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
Childline:	0800 1111
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Date Reviewed: October 2017

Date of next Review: November 2019

Headteacher's Signature: L. Robertson