



# **SOUTHBROOK SCHOOL**

## **ANTI-BULLYING POLICY**

## ANTI-BULLYING

We believe that every child has the right to a safe and secure environment in which to learn and achieve success.

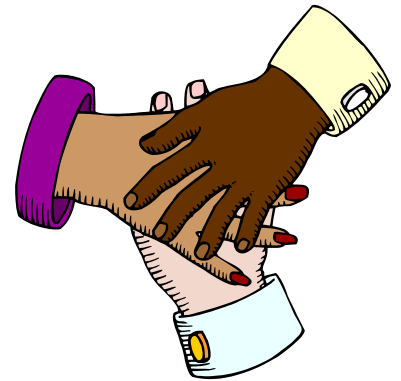
However, we recognise that bullying may take place and therefore this policy outlines our strategies for dealing with it.

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. Concerns will be listened to and dealt with.

## AIMS and OBJECTIVES

- To provide a safe and secure environment for our children
- To encourage respect for the individual at all times, celebrating the differences between us
- To prevent bullying behaviour
- All governors, teaching and non-teaching staff, pupils and parents 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 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.



## DEFINITION

- Bullying is the exercise of power by one person over another involving deliberate, threatening, or hurtful behaviour of a physical, verbal or emotional nature.

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools and College have a responsibility to respond promptly and effectively to issues of bullying.

### Examples of Bullying can be:

- Emotional            being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical            pushing, kicking, hitting, punching or any use of violence
- Sexual                unwanted physical contact or sexually abusive comments
- Racial                because of, or focussing on the issue of race
- Verbal                name-calling, sarcasm, spreading rumours, teasing
- Cyber                All areas of internet, such as e-mail and internet chat room misuse  
Mobile threats by text messaging and calls  
Misuse of associated technology, i.e. camera and video facilities
- Social Class        Because of, or focusing on, the issue of social class
- Homophobic        Because of, or focusing on, the issue of sexual orientation
- Faith                 Because of, or focusing on, the issue of faith
- Disability            Because of, or focusing on, the issue of disability

### SIGNS and SYMPTOMS

These are some of the signs and behaviour that a child may indicate 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/college
- doesn't want to go on the school/college/public bus
- begs to be driven to school/college
- changes their usual routine
- is unwilling to go to School (school/college 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 and 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.

## POSITIVE ACTION

Awareness raising of bullying is included in our work with children - through:

- Assemblies
- Curriculum work in the classroom
- Talk and sharing time in the classroom
- One to one talking with a child or group of children
- Dealing with situations as and when they occur.

All opportunities will be used as and when it is appropriate. Good practice in classroom and curriculum organisation and delivery reduces bullying opportunities and motivation.

**For example, in the classroom, consideration is given to:**

- Room layout
- Availability of resources
- Explicit classroom rules
- Pupil involvement and management of rules and routines
- Use of rewards and sanctions
- Use of circle time in the classroom giving children the opportunity to discuss problem areas
- Developing our pupils' self-image so they feel confident to speak up for themselves
- Practice in monitoring and stopping inappropriate behaviour
- Flexible learning practices
- Group work
- Co-operative rather than competitive practices
- Independent learning habits



**Out of the classroom, consideration is given to:**

- Positive promotion of our Behaviour Policy
- Encouraging children to play different activities and be occupied
- Careful supervision of all areas, particularly during break times helping to minimise bullying opportunities
- Adults as role models
- Use of sanctions and rewards in School
- Policy and practice in relation to gender, race, citizenship, special educational needs and disabilities etc.

## PROCEDURES FOR DEALING WITH BULLYING

General procedures for dealing with bullying will follow these principles:

### 1. Adults are available

They make sure that children know they are ready to listen and are ready to provide immediate support. They remain calm and make it clear that the incident will be investigated.

### 2. Incidents are investigated

Every incident is investigated as soon as possible. All those involved are interviewed individually to avoid intimidation and to produce an accurate report. All incidents are reported via CPOMS.

### 3. Records are kept

Incidents of bullying will be recorded on CPOMS.

### 4. There is a response

- a) To the person doing the bullying - will be spoken to with sanctions related to the severity of the incident. Parents/Carers will be involved if appropriate and strategies to help the child not to do it again will be put in place and followed up.
- b) To the person being bullied - will be assured that the situation is being dealt with. They will also be given strategies to help deal with the situation.
- c) Staff will emphasise that the pupil is right to tell an adult in School if they are having a problem with another pupil.

### 5. Review and follow up

Will be carried out as appropriate to the situation. As in our Behaviour Policy, praise and encouragement will always be given to the child's efforts to change, as this is our main aim.

### 6. Learning Development Opportunities

These will take place through a range of means: induction of new staff, mentoring and on a 1:1 basis. There will also be times when guidance is given through general training.

All concerned are made aware of and helped to deal with the **CAUSES OF BULLYING** as well as the **CONSEQUENCES OF BULLYING**. There is always a reason behind why a person bullies and part of dealing with an incident must be helping a person to realise why they do it and then helping them to stop doing it, as well as supporting the victim.

## **HELP ORGANISATIONS:**

|   |  |
|---|--|
| Advisory Centre for Education (ACE)       | 02088883377  |
| Children's Legal Centre                   | 0345345 4345   |
| KIDSCAPE Parents Helpline (Mon-Fri, 10-4) | 020777303300   |
| Parentline Plus                           | 08088002222  |
| Youth Access                              | 02087729900  |
| Bullying Online                           | <a href="http://www.bullying.co.uk">www.bullying.co.uk</a>   |
|   | <a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a> |

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**POLICY AGREED AT FULL GOVERNORS MEETING OF: 30 JUNE 2008**  
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