

Anti Bullying Policy 2013

Elmhurst Primary School

Aims

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. 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.

What is bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. There is also an imbalance of power between the bully and the victim. The three main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from social groups)

Staff should also be aware that bullying is increasingly taking the form of 'cyber bullying' meaning bullying by text message or e-mail.

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 or truanting from school. Pupils must be encouraged to report bullying in schools.

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

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.

Implementation

Prevention:

We will raise awareness about bullying and its effects through Circle time, special assemblies and directed PSHCE lessons. Children will be involved in raising awareness through peer mediators in the playground and the School Council.

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 on an incident form and given to the class teacher; if the bullying persists it will be referred to the deputy head teacher.
- Class teachers will be kept informed and if it persists the teacher will advise appropriate adults around the school e.g. SENCO, lunch time staff, teaching assistants etc
- Parents will be kept informed
- The behaviour policy will be followed as appropriate and in consultation with all parties concerned

At lunch times:

Bullying can be discussed with peer mediators and midday meals assistants. If problems persist they can be referred to Sylvie the head midday meals supervisor, who may make a referral to Mr Sarkaria, the lead behaviour teacher.

In the classroom:

Bullying can be discussed with the class teacher, who may refer to the learning mentor. If the problem persists it will be referred to the deputy head teacher and discussed with the parents.

Any racial bullying will be referred to the deputy head teacher immediately.

The following disciplinary steps can be taken:

- Official warning
- Informing parents
- Missing play times
- Exclusion from certain areas of school premises
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

Pupils who have been bullied will be supported by:

- Offering immediate opportunity to discuss the experience with a member of staff of their choice e.g. SENCO, learning mentor, class teacher or TA
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have been bullying others will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

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.

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