

## **Anti-Bullying Policy 2021-22**

### ***Record it, report it, don't support it!***

#### ***Aims***

The aim of this policy is to ensure that all pupils are able to learn and develop in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and can affect any pupil. 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. The policy will set out clear procedures for preventing and handling incidents of bullying, to be followed by all members of staff.

#### ***What is bullying?***

The Department for Education defines bullying as:

- Repetitive, wilful or persistent behaviour intended to cause harm, although one-off incidents can in some cases also be defined as bullying
- Intentionally harmful behaviour, carried out by an individual or a group
- An imbalance of power leaving the person bullied feeling defenceless

The main types of bullying are:

- **Physical** - any physical, aggressive act that causes harm to another e.g. hitting, punching, kicking
- **Verbal** - any form of verbal abuse that is considered offensive e.g. racist remarks, name-calling, swearing
- **Social** - actions designed to isolate or hurt others, e.g. spreading rumours, excluding someone from social groups
- **Online/cyber** – any form of abuse occurring online via social media, chatrooms, email, instant messaging etc. This could be at home or within school.

#### ***Indicators of bullying***

Pupils who are being bullied may show changes in behaviour, such as:

- Becoming shy and nervous
- Feigning illness
- Taking unusual absences
- Clinging to adults
- Changes in work patterns, lacking concentration or changes in quality of work
- Truancing from school
- Emotional fragility

## ***Potential factors involved in bullying***

Reasons for being a victim of bullying may include:

- Race
- Gender
- Social Class/family income
- Sexuality
- Religion
- New child in school
- Family circumstances
- Disability or difference of any kind
- Age
- Perceived weaknesses

Reasons for instigating bullying may include:

- Victim of violence
- Low self esteem
- Peer pressure
- Emulating behaviour seen elsewhere, e.g. on TV/social media/at home

## **Implementation of the policy**

The following steps must be read by all members of staff at Elmhurst, and implemented clearly and consistently by all adults across the school.

### ***1. Prevention***

The school will take appropriate steps to raise awareness of bullying in all year groups.

This will be done via:

- Weekly/ad hoc circle time to discuss the impact of bullying
- Peer mediator intervention and modelling of appropriate behaviour
- Anti-bullying day activities/events annually
- School council discussions/prevention activities
- Introduction of 'worry boxes' to classrooms as a tool through which pupils can express concerns to teachers
- Staff implementation of behaviour policy to encourage positive behaviour
- Regular reminders for pupils of how to refer or report any incidents of bullying

### ***2. Handling incidents***

The following steps may be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident must be dealt with immediately by the member of staff who has witnessed an incident or has been approached by a child suffering from bullying

- A clear account of the incident must be recorded on an incident form and given to the class teacher, if the bullying persists it must be referred to the senior leader(s) relevant to the year group(s)
- All serious incidents of bullying (e.g. racist remarks) must be referred to a senior leader immediately
- Class teachers must be kept informed of further incidents by other members of staff
- Where relevant, parents must be informed of incidents of bullying by the class teacher

### ***3. Disciplinary action***

The following disciplinary steps may be taken following an incident of bullying, according to the severity of the incident:

- Official warning for the perpetrator(s)
- Informing parents of incidents where the member of staff deems it necessary
- Missing of play times
- Exclusion from certain areas of school premises e.g. playground, areas of lunch hall
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

### ***4. Support for pupils***

**Victims of bullying can 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 etc.
- Offering of continued support from relevant members of staff
- Reassurances from relevant adults
- Restoring of self-esteem and confidence
- Being paired with/looked after other pupils at playtimes

**Perpetrators of bullying can be supported by:**

- Discussion of the incident
- Establishing the reasons as to why the pupil became involved
- Identifying the nature of the wrong-doing and need to alter such behaviour
- Informing parents or guardians to help change the attitude of the pupil
- Offering pupils alternative behavioural traits to adhere to

### ***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.