



# **Birch Hill Primary School**



**ANTI-BULLYING POLICY**

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## 1 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 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.

## 2 Aims of the Policy

The aim of the anti-bullying 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.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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: because of, or focussing on the issue of sexuality;
- ✓ Verbal: name-calling, sarcasm, spreading rumours, teasing
- ✓ Cyber: all areas of internet ,such as email & internet chat room misuse, mobile threats by text messaging & calls; misuse of associated technology , i.e. camera & video facilities

Bullying behaviour at this school is regarded as particularly serious and all staff take firm action against it. Each member of staff makes it very clear to his/her own class that bullying behaviour is not acceptable either in the classroom, on the playground or anywhere else in school, and incidents of bullying will always be reported and dealt with.

All members of staff positively encourage good behaviour from the children and nurture in them a caring and co-operative attitude. They discuss with their classes the value of friendship, personal feelings, and attitudes towards others of a different

race, age, culture or gender. It is school policy to recognise children who behave well.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

The staff are aware of the differences between bullying and boisterous behaviour and they ensure that the children are adequately supervised at all times. The staff are aware of early signs of distress produced in some children who are being bullied and understand the reasons why they may become victims of such behaviour. Therefore, all members of staff are required to:

- ✓ find time to listen to children who say they are being bullied;
- ✓ give support to both victims and bullies in order to prevent re-occurrence;
- ✓ involve parents and explain any actions taken in school so that they can give their help and support to the situation;
- ✓ keep a written record;
- ✓ Involve buddies/peer mediators.

If further action is required the teacher will report the bullying incident to the team leader and then the deputy head or Headteacher who will give their support and guidance.

### **3 Procedures**

1. Children must report bullying incidents to staff. Staff need to be aware of children who appear to be being bullied: changes in behaviour can indicate this.
2. In cases of serious bullying, the incidents will be recorded by staff in a diary and reported to the head on the fortnightly evaluation.
3. In serious cases parents should be informed and 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. An attempt will be made to help the bully (bullies) change their behaviour.
6. The bully (bullies) may be asked to genuinely apologise.
7. In serious cases, suspension or even exclusion will be considered.
8. If possible, the pupils will be reconciled.
9. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### **4 Discriminating Between Behaviour Patterns**

#### **Bullying**

- ✓ May be focused on younger smaller children and timid children - increasingly relying on threat or force.
- ✓ Wilful conscious desire to hurt, threaten and frighten
- ✓ Spoiling other children's play and activities - showing violence and hostility

- ✓ Using rough intimidating behaviour

### **Bossiness**

- ✓ Telling others what to do in a bossy, arrogant manner (usually grow out of it as they mature and learn social skills).

### **Boisterousness**

- ✓ Rowdy uncontrolled behaviour - may be dangerous but not vindictive - high spirited, not unfriendly.

### **Equal Opportunities**

Due regard will be paid to the school's equal opportunities policy to ensure that children are not discriminated against in the application of this curriculum policy.

### **Special Educational Needs**

Due regard will be paid to the school's Special Educational Needs policy to ensure that pupils with special needs are catered for in the application of this curriculum policy.

### **Gifted and Talented Pupils**

Due regard will be paid to the school's policy for gifted and talented pupils to ensure these pupils are catered for in the application of this curriculum policy.

### **Health and Safety**

Due regard will be paid to the school's health and safety policy to ensure that school guidelines are followed in the application of this curriculum policy.