



ANTI-BULLYING POLICY

Principles and Values

As a school we take bullying and its impact seriously. Pupils and parents should be assured that known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of appropriate behaviour and we will consistently challenge any behaviour that falls below this.

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 school 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.
- All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be.

What Is Bullying?

Bullying is the repetitive, intentional hurting of one person or group by another person or group where the relationship involves an imbalance of power. Bullying can be physical, verbal, and psychological. It can happen face to face or through cyberspace.

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional being unfriendly, excluding, tormenting.
Physical pushing, kicking, biting, hitting, punching or any use of violence.
Racial racial taunts, graffiti, gestures.
Sexual unwanted physical contact or sexually abusive comments.
Homophobic because of, or focussing on the issue of sexuality direct or indirect

Verbal name-calling, sarcasm, spreading rumours, teasing
Cyber bullying: All areas of internet, such as email and internet chat Twitter,
Facebook misuse
Mobile threats by text messaging and calls
Misuse of associated technology, i.e. camera and video facilities, I pad, games consoles.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, and cyberspace. It can take place in group activities and between families in the local community.

Discrimination–The Equality Act 2010

Under the Equality Act it is against the law to discriminate against anyone because of;

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or having a child
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex
- Sexual Orientation

These are called ‘Protected Characteristics’. A person is protected from discrimination in the following areas:

- Work
- Education
- As a consumer
- When using public services
- When buying or renting a property
- As a member or guest of a private club or association.

Bullying Outside School

The Department of Education advises the following in regards to bullying outside school:

‘Headteachers have the legal power to make sure pupils behave outside of school premises. This includes bullying that happens anywhere off school premises, e.g. public transport or in a town centre’.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of child abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

Staff

Bullies are often in positions of power or authority over their victims. Bullying may occur between professional teaching staff, support staff and voluntary workers. Signs in victims are indicated in the following list that is neither inclusive nor exclusive:

- General low morale
- Increased level of staff turnover
- High rates of absenteeism
- Frequent disputes, complaints and grievances
- Isolated members of staff

- Inefficient team working.

Why is it Important to Respond to Bullying?

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

Signs and Symptoms for Parents and Staff

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 worried or upset to come to school
- changes in behaviour
- becomes withdrawn anxious, or lacking in confidence
- feels ill in the morning
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

Responding to reports of bullying:

- If bullying is suspected or reported it will be dealt with by a member of staff immediately.
- A clear account of the concern will be recorded (green referral) and given to the HT.
- The HT will investigate, talk to those involved and keep a detailed record. This will be held in line with the school's data protection policy.
- If necessary parents/carers will be informed.
- Incidents of bullying will be discussed with the Governing Body (Safeguarding Gobs).
- In the case of racist bullying, this must be reported to the Headteacher or Senior Leader.
- Where bullying occurs outside school, relevant schools or agencies will be informed about concerns or actions initiated.

Pupils and Staff:

Pupils and staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Providing reassurance that the bullying will be addressed.
- Offering continuous support.
- Restoring self-esteem and confidence.
- The use of identified interventions

Methods of prevention

The school will raise awareness through

- Inclusion in PHSE (SEAL's/Nurturing) sessions, assemblies, informal discussion in order to assist eradication.
- Participation where appropriate in LA initiatives (Anti-bullying week).
- Consider the use of appropriate strategies that suit the individual needs of pupils.
- The ethos and working philosophy of Sunningdale means that all staff actively encourages children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded.
- Staff will reinforce expectations of behaviour as a regular theme in line with our nurturing ethos.
- Staff will be expected to follow the equality policy; supporting every child in our school. Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference too.
- Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other.

Outcomes

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.

Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having.

The child displaying unacceptable behaviour, may be asked to apologise (as appropriate to the child's age and level of understanding) Other consequences may take place e.g. a parent being informed about their child's behaviour and a request that the parents support the school with any

sanctions (See Behaviour Policy). Wherever possible, the pupils will be reconciled.

In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others.

All incident(s) should be reported using a green referral form for the attention of the Head teacher and or senior leader. The investigation should be logged by the senior leader with any points for action and then monitored to ensure repeated bullying does not take place.

The Safeguarding Governors will be informed of any incidents recorded in the log along with incidents, sanctions and reconciliation.

Advice to Parents

As the parent of a child whom you suspect is being bullied-

1. Report bullying incidents to the class teacher, Headteacher or Senior leader
2. In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
6. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.