

SHARMANS CROSS JUNIOR SCHOOL

ANTI-BULLYING POLICY

Statement of intent

At Sharmans Cross we are committed to providing a caring, friendly and safe environment for all 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.

Aims

- To ensure that all staff and pupils are aware of the policy
- To ensure that all staff regard bullying as serious and always take firm action against it
- To ensure that the signs of bullying are spotted and acted upon
- To ensure that children know that they will be listened to and that staff are aware that their prime responsibility is to make time to listen to children
- To encourage children to work against bullying and to report any incidents
- Wherever possible, to eradicate the instances of bullying to which members of the school community are subjected
- To contribute towards the provision of an environment that respects individual differences (e.g. race, religion, gender or disability)
- To provide after-care should an incident of bullying occur
- To meet those legal obligations which rest with the school

What is Bullying?

Bullying is the use of aggressive behaviours with the explicit 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

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| | comments |
| • Homophobic | because of, or focussing on the issue of sexuality |
| • Verbal | name-calling, sarcasm, spreading rumours, teasing |

Reasons for being a victim may be:

- Race/sex/class
- New child in school
- Child with family crisis
- Disability - or difference of any kind
- Shy / timid character

Victims are likely to be children who are not assertive (timid) unlikely to fight back, loners with few friends, anxious or fearful children, younger children, and those outside a group.

Reasons for being a bully may be:

- Victim of violence
- Enjoyment of power/creating fear
- Copying behaviour at home or on TV

It occurs in children from all backgrounds, cultures, races and sexes, from Nursery to 6th form or adult.

Signs and Symptoms

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 frightened of walking to or from school
- Is unwilling to go to school (school phobic)
- Begins truanting
- 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 go missing
- Asks for money or starts stealing money (to pay bully)

- Has dinner or other monies continually lost
- Has unexplained cuts and 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

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should always be investigated.

Recognising the difference between: Bullying/Bossiness and Bullying/Boisterous behaviour

Bullying

Focused on younger, smaller or timid children increasingly relying on threat and force.

Wilful conscious desire to hurt threaten and frighten.

Bossiness

Bossing whoever is around at the time.

Usually grows out of it as they mature and learn social skills.

Bullying

Play spoiling other children's activities, showing violence and hostility.

Rough intimidating behaviour.

Boisterous behaviour

More natural uncontrolled - not vindictive - not unfriendly.

Framework for anti-bullying campaign

Prevention is better than cure so we:

- Use Circle Time to explore issues and raise awareness of the effects of bullying
- Provide training for our Y6 pupils to act as playground buddies
- Use assemblies to explore the theme and others that encourage a caring community
- Use merits to ensure *a//* pupils are recognised for their unique qualities and contribution to our caring community

Working with parents

We involve parents at the earliest opportunity aiming to support children who are being bullied or the bully. The first point of contact for parents is the class teacher. In working with parents we stress that they should not give permission for bullying by saying:

- You must have done something to deserve it
- Go and hit him back
- Don't be a wimp
- Boys will be boys
- It will sort itself out
- It is part of growing up
- Got to take it like a man
- Must learn to look after themselves
- Don't tell tales

Formal Procedure for dealing with incidents

It is the responsibility of all staff part-time and full-time to:

1. Report all bullying incidents to the class teacher and head teacher.
2. All incidents and discussions with children will be recorded. If possible, verbatim notes of what children actually say will be recorded. Otherwise, a written record of what was said will be done as soon as possible.
3. In first incidence, the class teacher is to involve parents and explain action taken, why and what they can do to reinforce and support school action. Report sent to parents.
4. For severe or repeated incidents then the matter should be referred to the Assistant and/or Head Teacher.

If parents feel that, after consulting the head teacher, further action is required they can:

1. Contact the governing body
2. Make a complaint to the Education Office using the LEA complaints procedure

We will:

- Provide support to pupils who are bullied.
- Try to ensure that they feel safe.
- Ask them to report immediately any further incidents to us.

- Let he/she know that bullying can be stopped and that our school will persist with intervention until it does.

We will interview the pupil (or pupils) involved in bullying separately and will:

- Listen to their version of events.
- Talk to anyone else who may have witnessed the bullying.
- Reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- Advise pupils responsible for bullying that we will monitor the situation to ensure the bullying stops.
- Adopt a joint problem solving approach where this is appropriate.

If necessary, we will invoke the full range of sanctions that are detailed in the school's Behaviour Policy. These include;

- Removal from the group
- Break and lunch time detentions
- 'Time Outs'
- withholding participation in school events that are not an essential part of the curriculum
- In extreme cases, fixed term and permanent exclusion may be necessary in cases of severe and persistent bullying.

Evaluating our policy

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class and circle time
- From the comments received in our School Council "Post Box."
- From the comments made by visitors and other people connected with the school.

Ownership of this policy

This policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The head teacher is responsible for introducing and implementing this policy. However, all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

This policy was agreed and adopted in June 2008.
The policy will be formally reviewed in June 2010.