



## POLICY STATEMENT FOR ANTI-BULLYING

### **Definition of Bullying**

*The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace.*

Bullying can include:

- Non-verbal: hitting, prodding, pinching, pushing, kicking, damaging or taking belongings, posture, gestures
- Verbal: name calling, taunting, making offensive comments, intimidating language
- Indirect: spreading rumours, excluding, taking/ hiding/ damaging or defacing belongings
- Cyber: inappropriate text and online messaging, sending or posting offensive images by phone or internet, inappropriate messages on chat rooms or websites

Bullying is not acceptable and will not be tolerated. If at any time parents suspect their child is being bullied, it is important for the school to be informed straight away. We will be working in partnership with Essex County Council to recognise, challenge, prevent and deal with incidents of bullying effectively.

The school's PSHE programme includes work on self-esteem, assertiveness, respect for self and others, and teaches that differences should be accepted and valued. Opportunities are provided to develop social and emotional skills, including resilience, through sport and extra-curricular activities. Respect for others and diversity is promoted in lessons and assemblies. Cohesion is promoted in the school and wider community through a positive approach to problem solving, effective communication and a range of shared activities. The school has trained staff, such as Learning Mentors, who can help children with low self-esteem who may be more likely to be bullied than other children. Children should be encouraged to tell someone if they are being bullied – a friend, a teacher or other staff member, a parent or other adults – so that intervention can take place.

### **Aims of Policy**

- To create a school ethos which encourages children to disclose and discuss instances of bullying behaviour
- To raise awareness of bullying as a form of unacceptable behaviour with school governors, staff, pupils, parents/guardians
- To rationalise procedures for investigating and dealing with bullying behaviour
- To ensure the physical and emotional well-being of all members of the school community
- To promote positive relationships so all pupils can concentrate on their learning and other constructive school activities
- To promote respect for each other and diversity in general
- To develop a programme of support for those affected by bullying behaviour and for those involved in bullying behaviour

### **Procedures for Reporting an Incident of Bullying**

1. All reports of bullying will be investigated and dealt with by class teachers, who may refer the matter to our Learning Mentor if appropriate, who will gather as much information as possible and then discuss with the relevant staff
2. Continued cases of bullying behaviour by pupils will be referred immediately to the Headteacher or Deputy headteacher
3. Parents or carers of victims or bullies will be informed by the Headteacher or Deputy Headteacher and kept informed of action being taken
4. Complaints regarding a staff member should be raised with the Headteacher or Deputy Headteacher
5. Where cases relating to either a pupil or a teacher remain unsolved at school level, the matter should be referred to the School's Governing Body
6. If not solved at Governor level, they may be referred to Essex LA
7. A record of action taken after a bullying incident has occurred will be reported using the school's behaviour forms
8. All incidents will be reported to county on a regular basis

### **Procedures for Investigating and Dealing with Bullying**

Teachers/ pastoral support staff will take a calm, unemotional problem-solving approach when dealing with incidents of bullying behaviour reported by pupils, staff or parents/carers. Pupils will be spoken to separately in an attempt to get both sides of the story. All discussions will be conducted with sensitivity and with due regard to the rights of all pupils concerned.

1. The member of staff analysing the incident of bullying will seek answers to questions of what, where, when, who and why
2. In the case of groups, each member will be interviewed individually and then the individuals are met as a group. Each member will be asked for his/her account of what happened. Other pupils who witnessed the event may also be interviewed in order to get a clearer picture
3. If it is concluded that a pupil has engaged in bullying behaviour, it will be made clear to him/her to see the situation from the victim's point of view
4. The 'No Blame' approach (see below) may be used to resolve incidents of bullying when appropriate
5. A written account will be kept of discussions held with those involved
6. In cases where it has been determined that bullying behaviour has occurred, a meeting will be arranged with the parents or guardians of the two parties involved to:
  - a) explain actions being taken and the reasons for them, referring them to the school policy
  - b) discuss ways in which they can reinforce or support the actions taken by the school
7. A follow up meeting will be arranged

### **The 'No Blame' Approach:**

- Interview the child being bullied and the bully
- Interview others involved
- Explain the problem
- Share responsibility
- Encourage pupils to identify solutions

- Meet them again