



Anti-Bullying Policy

Introduction.

Although it is not felt that bullying is a major or widespread problem at Rendell, it is acknowledged that incidents do occur. It was decided that it would be useful to hold two staff workshops to raise awareness of the issue and to consider an approach that would be consistent.

Bullying affects everyone. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the School.

What is bullying?

Bullying is a major concern to children as they grow up. It needs a serious response, as it affects not only the victim and the bully or bullies, but also the whole ethos of the school. The following definition is accepted:

"Bullying is the repeated wilful, conscious desire to hurt, threaten, abuse or frighten someone else".

It is important to remember that bullying takes emotional (verbal and non-verbal) as well as physical forms. Bullying can occur through several types of anti-social behaviour. It can be:

- a). PHYSICAL: pushing, kicking, hitting, pinching, spitting and any other forms of violence.
- b). VERBAL: name-calling, sarcasm, spreading rumours, persistent teasing.
- c). EMOTIONAL: excluding (i.e. sending to Coventry), tormenting, ridicule, humiliation.
- d). RACIST: racial taunts, graffiti, gestures.
- e). SEXUAL: unwanted physical contact, abusive comments and exploitation.
- f). CYBER: use of email, social networking to abuse and threaten in all the above.

PREVENTING BULLYING:

The children need to be aware that bullying is not acceptable and will be dealt with seriously. They should be aware that it is generally best to tell an adult if they are being bullied, or are aware of bullying taking place; and that their complaints will be dealt with thoroughly and seriously. Because of this, bullying should be a recurring theme in PSHE. and Collective Worship, through areas such as:

- getting on with others
- solving conflicts



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- learning to negotiate
- things that worry me
- when is a secret not a secret?
- ICT teaching of safe use online

Opportunities should also be sought to raise the issue of bullying through other curriculum areas, such as drama and history.

It is crucial to seek to prevent bullying rather than merely responding to incidents. We would hope to do this by:

- a) organising the community in such a way to minimise opportunities for bullying, e.g. provide increased supervision at problem times.
- b) using any opportunity to discuss aspects of bullying, and the appropriate way to behave towards each other, e.g. the PSHE programme.
- c) dealing quickly, firmly and fairly with any complaints, involving parents where necessary.
- d) reviewing the School Policy and its degree of success.
- e) continuing to have a firm but fair discipline structure. The rules should be few, simple and easy to understand.
- f) not using teaching materials or equipment that give a bad or negative view of any group because of their ethnic origin, sex, disability etc.
- g) encouraging pupils to discuss how they get on with other people and to form positive attitudes towards other people. This would include a review of what friendship really is.
- h) encouraging pupils to treat everyone with respect.
- i) treating bullying as a serious offence and taking every possible action to eradicate it from our School.
- j) sharing the risks of cyber bullying with parents through workshops and newsletters and reinforcing the need to monitor what social networking sites their children have access to.

Action to be taken when bullying is suspected.

Any incident or report should be taken seriously, and action should be taken as quickly as possible. If bullying has taken place the victim should be reassured and offered support. The bully or bullies should become aware of your disapproval. Serious or repeated incidents should be reported to the head or deputy, and where they feel necessary parents, other teachers and lunchtime supervisors should be informed. Detailed responses including sanctions, will depend on the nature of an incident and the individuals involved. However, in all incidents, the prevention of recurrence, the well being of the victim, and future behaviour of the bully, should be taken into account.

Help and support will be given as is appropriate to both the victims and the bullies:

We support the **victims** in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another teacher if they choose.
- informing the victims' parents/guardians.
- by offering continuing support when they feel they need it.



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- arrange for them to be escorted to and from the School premises.
- by taking one or more of the eight disciplinary steps described below to prevent more bullying.

We also discipline, yet try to help the **bullies** in the following ways:

- by talking about what happened, to discover why they became involved.
- informing the bullies' parents/guardians.
- by continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible.
- by taking one or more of the seven disciplinary steps described below to prevent more bullying.

Disciplinary steps:

1. They will be warned officially to stop offending.
2. They may not be allowed to join other children in the playground at break and lunchtimes
3. Informing the bullies' parents/guardians.
4. They may be excluded from the School premises at lunchtimes.
5. We may arrange for them to be escorted to and from the School premises.
6. If they do not stop bullying they will receive an internal exclusion or short term exclusion for a fixed period.
7. If they then carry on they will be recommended for exclusion for a major fixed period.
8. If they will not end such behaviour, they will be recommended for permanent exclusion.

Children

What can you do if you are being bullied?

Remember that your silence is the bully's greatest weapon!

- a) Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- b) Be proud of who you are. It is good to be individual.
- c) Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- d) Stay with a group of friends/people. There is safety in numbers.
- e) Be assertive - shout "No!" Walk confidently away. Go straight to a teacher or member of staff.
- f) Fighting back may make things worse.
- g) Generally it is best to tell an adult you trust straight away. You will get immediate support.
- h) Only use safe and approved social networking sites.
- i) Report any unkind comments received online to your parents or an adult in school.

Teachers will take you seriously and will deal with bullies in a way that will end the bullying and will not make things worse for you.

If you know someone is being bullied:

- a) TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.



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- b) If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

How Can Parents Help?

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunchtime was spent etc.
- c) If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- d) It is important that you advise your child not to fight back. It can make matters worse!
- e) Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- f) Make sure your child is fully aware of the School policy concerning bullying, and that they should not be afraid to ask for help.

Further support and information is available in Managing Allegations Against Pupils appendix to the Safeguarding Policy and Behaviour Policy

September 2016