



Anti-Bullying Policy

1. Aim of the Policy

The aim of this policy is to ensure that Earlsdon Primary School is committed to providing a caring, friendly, respectful and safe environment for everyone so that they can learn in a secure atmosphere free from bullying behaviour.

2. Objectives

- 2.1. Create a culture in which it is 'OK To Tell' whether experiencing or witnessing bullying behaviour, knowing that it will be dealt with.
- 2.2. Create a culture in which bullying is not tolerated.
- 2.3. Reduce the number of incidents of bullying.
- 2.4. Support those who are bullied and work with those who bully.
- 2.5. Involve the whole school community in promoting and implementing the policy.
- 2.6. Work with children to ensure that they understand what is meant by 'bullying behaviour' and that it is unacceptable.
- 2.7. Ensure that children are able to develop the skills, confidence and understanding necessary to identify and respond to bullying behaviour, wherever and whenever it arises.

3. What Is Bullying?

- 3.1. Bullying is an abuse of power by an individual or group through repeated hurtful or aggressive behaviour, with the intention to cause emotional or physical harm to another person (adapted from DfES definition).
- 3.2. Sometimes bullying can be unintentional, if the perpetrator does not realise the effect their actions can have on another or this kind of behaviour is the 'norm' within their peer group or life experience. Children who bully may not see themselves as having power and may not recognise their actions as bullying. Also a young child may not recognise that they are being bullied.
- 3.3. Bullying results in pain and distress to the victim.
Bullying can be:

- ✚ Emotional: excluding, threatening, constant and unwanted teasing, sending notes and letters or using telephone texting or the internet
- ✚ Physical: pushing, kicking, hitting, punching or any use of violence, defacing personal property, taking and throwing possessions around or stealing
- ✚ Verbal: name-calling, sarcasm, spreading rumours, teasing

Anyone may become the target of bullying due to their faith, race, gender, disabilities, social background or other perceived or imagined differences.

4. Signs and Symptoms

4.1. These are many and varied and this list is not exclusive.

A child may:

- become withdrawn, anxious, or lacking in confidence
- cry her/himself to sleep or have nightmares
- bed wet
- afraid to come to school
- use illness as an excuse not to come to school
- be unwilling to take part in activities
- attempt or threaten suicide or runs away
- ask for money or start stealing money (to pay bully)
- become aggressive, disruptive or unreasonable
- bully other young people or siblings
- change their eating patterns e.g. stop eating or eat more than usual
- be frightened to say what's wrong
- give improbable excuses for any of the above
- be afraid to use the internet or mobile phone
- be nervous and jumpy when a text message is received
- begin to self harm

4.2. These signs and behaviours could indicate other problems though bullying should be considered a possibility and should be explored. This list is not definitive and there may be other signs and symptoms.

5. Why is it Important to Respond to Bullying?

5.1. We have a responsibility to respond promptly and effectively to issues of bullying. Bullying is unacceptable and is damaging to the child being bullied, the child who is bullying and any observers.

5.2. Everybody has the right to be treated with respect.

5.3. Children who are being bullied and those bullying must be enabled to learn appropriate ways of behaving in order to develop positive relationships in the future.

6. Methods and Approaches

6.1. Participation

- Consult staff, children and parents in the development of the anti-bullying policy so that the policy is understood and applied consistently.
- Engage children through the Personal, Social and Health Education curriculum.
- Ensure that the concerns of parents/carers are welcomed, acted upon and that we work in partnership to support children involved in bullying.
- Encourage children to 'Speak Out' and support each other.

6.2 Prevention

- Ensure children know what to do if they are being bullied or see bullying take place – 'It's OK to Tell'.
- Explore the issues of difference and diversity to develop an understanding of others as valued individuals.
- Ensure that good role models are presented by adults.
- Use Circle Times and Personal, Social and Health Education lessons.
- Make use of anti bullying programmes and displays.
- Train and operate School Council, Playground Pals and mediators.
- Ensure clear procedures are applied by all staff.
- Monitor behaviour.

6.3 Support for Children Experiencing Bullying

- Work with parents/carers.
- Define responsibilities of all adults.
- Provide individual adult support and establish a network of peer support.
- Use appropriate strategies to build confidence and self esteem.

6.4 Working With Children Who Bully Others

- Work with parents/carers.
- Ensure a balance of proactive and reactive strategies to address bullying.
- Use sanctions consistently.
- Ensure that those who bully understand the effect their behaviour has on others and ultimately themselves.

6.5 Partnership

- Work closely with parents/carers.
- Work with other agencies to support children and their families as appropriate, e.g. Primary Care Trust, Youth Offending Service, Education Welfare Service, Social Care.

7. Procedures to deal with Incidents of Bullying

- 7.1. All reported incidents of bullying will be investigated and recorded, including all those involved and witnesses.
- 7.2. Parents of those bullied and those bullying will be informed so that we may work together to support the children.
- 7.3. The bullying behaviour or threats of bullying must be investigated and the bullying behaviour stopped quickly.

- 7.4. The child who is bullying will be helped to change their behaviour.
- 7.5. Where appropriate the child who is bullied should be involved in decisions about strategies used to respond to particular incidents.

8. Actions to deal with Incidents of Bullying

A range of strategies will be considered, every incident will be dealt with according to its own circumstances e.g.

- 8.1. The person who is bullying will be confronted with their actions, (see 6.4) then may be asked to apologise if this is the wish of the child who has been bullied.
- 8.2. Where possible we will encourage a positive relationship between the children involved.
- 8.3. After the incident(s) has been investigated and dealt with each case will be monitored to ensure repeated bullying does not take place.
- 8.4. Parents, carers and other agencies will be informed as appropriate.
- 8.5. A range of strategies will be considered according to the particular incident, working with parents/carers to agree appropriate sanctions and programmes of support. These may include exclusion from playtimes, loss of privileges.
- 8.6. If appropriate, an additional programme of activities will be developed to explore bullying and why young people bully.
- 8.7. All children will receive the message that bullying is not acceptable.
- 8.8. Staff will review and discuss bullying regularly to ensure understanding of the anti-bullying policy and its consistent application.

9. Review & Monitoring

- 9.1. This policy will be reviewed every 2 years.
- 9.2. The Headteacher will be responsible for maintaining incident records and reporting to the Governing Body.
- 9.3. Where appropriate information on bullying incidents will be shared with partner organisations when the partner agency is engaged with the child involved.

Approved by Governing Body 15.5.2007

10. Help Organisations

Organisation	Telephone No.	Web Address
Advisory Centre for Education (ACE)	020 7354 8321	www.ace-ed.org.uk
Anti-Bullying Alliance		www.anti-bullyingalliance.org
Bullying Online		www.bullying.co.uk
ChildLine Free 24 hour telephone line for children and		www.childline.org.uk

Organisation	Telephone No.	Web Address
young people:	0800 1111	
Children's Legal Centre	0845 345 4345	www.childrenslegalcentre.com
Education Law Advice Line	0845 456 6811	
KIDSCAPE Parents Helpline (Mon-Fri 10-4)	0834 1 205 204	www.kidscape.org.uk
NSPCC – Helpline	0808 800 5000	www.there4me.org.uk
National Children's Bureau	0207 843 600	www.ncb.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk
Terence Higgins Trust (GYGL) Helpline Number	024 7622 9292 024 7622 4090	www.tht.org.uk
The Parent & Carers Council	07968 857598 07970 688973 07946 683 556	sue@parentcarercouncil.co.uk jane@parentcarercouncil.co.uk parents@aol.com www.parentcarercouncil.co.uk
West Midlands Anti Bullying Alliance Adrienne Katz, Young Voice		Adrienne@young-voice.org www.dfes.gov.uk/bullying www.antibullying.net
Youth Access	020 8772 9900	www.youthaccess.org.uk
Additional web sites		www.bully-off.co.uk www.actionwork.com/links.html .bullying www.bully.org/links.html

Resources

You Can Beat Bullying - A Guide for Young People Kidscape

This can be down loaded from www.kidscape.org.uk

The Publication in colour and with graphics can be ordered from Kidscape

Journeys – Children and Young People Talking about Bullying

A publication from the Office of the Children's Commissioner

www.childrenscommissioner.org.uk

Cities in Schools – Tackling Bullying – Conflict Resolution With Young People

Head Start Training Materials ISBN No. 1 873928 22 X

Beat Bullying – Pat Doorbar

Working with Looked after children to overcome threatening Behaviour

Pavilion Publishing Ltd telephone 01273 623 222

www.pavpub.com

Acknowledgements

This policy was informed by the following:

- Kidscape Policy Guidance for Schools.
- Coventry Anti-Bullying Strategy Working Group
- Coventry Youth Service Anti-Bullying Policy