ANTI-BULLYING POLICY
Updated November 2016

The aim of the anti-bullying policy is to ensure that both pupils and staff are able to learn and work in a happy and safe environment.

Every person, child or adult, has the right to :
- Feel happy and safe
- Be different and individual
- Be treated with respect
- Have a voice

Every person, child or adult, can expect to be treated with:
- Courtesy
- Fairness
- Consideration

and should expect to treat others with the same respect.

Bullying is a barrier to children's learning, it is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. There are many types of bullying, these are:

- Physical (causing physical harm, theft)
- Verbal (name calling, racist comments)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber (Online bullying, using text to do any of the above, sexting)
- Peer on peer abuse (sexual abuse between a child and a more vulnerable child)

Headteacher – Mrs Nikkie Beniams

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Pupils and staff who are being bullied may show changes in their behaviour, such as, becoming shy or nervous, feigning illness, taking unusual absences. There may be changes in work patterns, lacking concentration or truanting from school.

Pupils and staff must report bullying in school. Anti-bullying is the responsibility of all our staff. Class teachers and teaching assistants must communicate concerns and work together to plan how these issues can be resolved. Miss Walker (our learning mentor) will track any bullying incidents and challenging behaviour. She will also work with the bully and the child/children involved using an ELSA approach which looks at managing feelings in a more positive way, self-esteem, coping strategies.

GUIDELINES FOR PARENTS/CARERS

- Watch for signs - not wanting to go to school, minor illnesses, headaches, other pointers, avoiding friends, coming home with bruises or torn clothing, possessions disappearing.
- Listen to what your child says; try to establish if the problem really is bullying and not something else.
- Discuss with your child what you can do:-
- Talk to the teacher or another sympathetic adult at school. Do this for as long as the bullying continues
- Help your child to deal with the problem by him or herself. Be tactful.
- If your child needs escorting home, meet him or her from school, perhaps round the corner for an older child, not the school gate.
- Try not to be over anxious or over protective. It may sometimes be helpful to talk with the bully's parents, but before you do this, take advice from the school.
- Do not promote a simple "thump back" approach - this rarely helps and may only make things worse for your child.
- Most children are called names in school. Usually these names are used in a humorous way and are not meant to cause offence. If, however, your child is upset about some of the names used, then let the school know about this.
- If a name is used which refers to your child's physical characteristics then let your child know that you love him or her, for the way they are, including these particular characteristics which make him or her an individual.

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Teachers will communicate regularly with parents, face to face meetings may be arranged on a regular basis.

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