



**EDENTHORPE HALL PRIMARY
SCHOOL**

**ANTI-BULLYING
POLICY**

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Statement of Intent

We are committed to providing a caring, friendly and safe environment for all so that they can learn/work in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, staff and 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 let someone know so that the bullying will stop.

We are a RESTORATIVE school and all bullying incidents are dealt with in a sensitive, supportive and restorative manner.

What Is Bullying?

Bullying is the use of aggressive behaviour, name-calling or intimidation with the **intention of hurting another person**. Bullying results in pain and distress to the victim. Bullying can be short term or continuous over long periods of time.

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 comments
- Homophobic - because of, or focussing on, the issue of sexuality
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet such as email & internet chat room misuse
- Mobile - threats by text messaging & calls
- Misuse of associated technology - i.e. camera & video facilities

To the victim bullying is:

- Deliberately hurtful
- Repeated
- Difficult to counteract by the victim
- Different from random acts
- Characterised by an 'imbalance of power' e.g. A more powerful person or persons intentionally hurting a less powerful person or persons.

Bullying can take place anywhere on the school site, on the journey to and from school, on residential trips and in cyberspace. It can also take place during out of school group activities and between families. (See e-safety policy)

Bullies and Victims

A 'bully' may not be a 'bad' person, but the behaviours that they exhibit are not acceptable. This understanding is fundamental to this policy.

Bullies are often lacking in interpersonal skills. Where bullying involves a group, the ring leaders will need good social skills and intelligence. They are often charismatic but manipulative people.

A bully is usually a person who:

- Is uncaring and lacking in empathy
- Is often aggressive, easily resorting to violence
- Is poor in communication and co-operative skills
- Is insecure, possibly due to problems at home or at school
- Feels a need to gain control or power
- Will lie and be deceitful
- Needs to impress and gain attention
- Has a poor sense of responsibility

A victim is usually a person who:

- Is timid and non-assertive
- Is introverted and shy
- Has low self-esteem
- Is physically weak
- Is different in some obvious respect (SEN, race, wears glasses, overweight etc)
- Has difficulty dealing with conflict at any level

Reasons why people bully

A person may display 'bullying' behaviour if they:

- Feel that they don't fit in
- Need to be seen as tough
- Think that it is okay to hurt others
- See similar behaviour out of school, (older siblings, adults inside and outside the home, TV/DVDs, computer games, etc.)
- Are jealous of others
- Have low self-esteem
- Are being bullied themselves
- Lack empathy

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Bullies need support to learn different ways of behaving.

Objectives of this Policy

- All governors, teaching and associate staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and associate staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- Pupils, parents and staff should be assured that they will be supported when bullying is reported and that school takes bullying seriously
- To make it clear to all stakeholders that BULLYING WILL NOT BE TOLERATED.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults must be aware of these possible signs and investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- 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 which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or 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
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- lacks eye contact
- becomes short tempered
- has a change in attitude to people at home.
- gives improbable excuses for any of the above

It is recognised that bullying can occur between adults and staff should be vigilant for similar signs and behaviours.

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

Procedures

Parents should:

- Report their concerns to the class teacher as soon as they become aware of a possible bullying issue.
- Allow a reasonable time for the issue to be resolved whilst keeping in contact with staff.
- Report any escalations immediately
- Contact a member of Senior Leadership if they have any further concerns.

Parents should not:

- Attempt to sort the problem out by speaking to the child whom you think may be the bully or by speaking to their parents.
- Encourage their child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

School staff must:

- Investigate all reported incidents involving children thoroughly.
- Speak to parents sensitively about the incident or about their general concerns.
- Record investigations and notify Head teacher of all child bullying issues.
- Inform parents promptly of investigations and outcomes.
- Consult police if appropriate.
- Deal with bullying victims and perpetrators in a Restorative way.

Head Teacher and Senior Leadership Team must:

- Keep up to date with all pupil bullying investigations and intervene in serious cases
- Inform parents promptly of investigations and outcomes.
- Consult police if appropriate.
- Investigate any adult bullying allegations thoroughly
- Deal with bullying victims and perpetrators in a Restorative way.

Outcomes

- All reported incidences of bullying will be investigated by the class teacher or member of Senior Leadership team.
- The bully/bullies and victims may take part in restorative conferencing to resolve issues and effect reconciliation if possible.
- Parents will be informed about their child's behaviour.

- Outside agencies may be requested to support the school or family in dealing with bullying e.g. police etc.
- In serious cases, suspension, exclusion or in the case of adults, disciplinary and possible dismissal, will be considered.
- Following resolution monitoring will ensure recurrences do not take place.
- Serious incidents will be reported via SIMS

Prevention

At Edenthorpe Hall Primary School we use a variety of methods to prevent bullying. We are a Restorative School and all staff are trained to resolve conflict in a way which effects reconciliation. The ethos and working philosophy of Edenthorpe Hall Primary School means that all stakeholders are actively encouraged to have respect for each other. Considerate and respectful behaviour is expected and regularly acknowledged and rewarded.

Class Circle Times and the SEAL curriculum address relationship issues. Children's thoughts and views about bullying are sought and they are involved in the prevention of bullying as and when appropriate by:

- contributing to school or class rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- being made aware of school policy
- reading stories about bullying or having them read to a class or assembly
- devising strategies to support effective relationships and build community
- having discussions about bullying and why it matters that bullies are dealt with quickly

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow:

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your Circle Time

Adults should follow a similar procedure, seek out a member of the Senior Leadership Team **or contact the Chair of Governors.**