Delabole Community Primary School

Anti-Bullying Policy

We are committed to providing a caring, friendly and safe environment for all pupils. It follows naturally that bullying of any kind is unacceptable. Should bullying occur, pupils must be able to talk in confidence, knowing that incidents will be dealt with promptly and effectively. Anyone aware of any bullying issues must refer the information to a relevant member of staff.

This policy links to our Behaviour for Learning Policy and the Mistakes Process. A reference should be made to the agreed Sequence of Consequences when dealing with bullying issues.

This policy has also been written in line with our Child Protection Policy and the duty of care we owe to all pupils. It is fundamental to the ethos of the school that, before a child can maximise their potential, they feel they belong to a safe, nurturing environment.

What do we mean by bullying?

Bullying is deliberately hurtful behaviour that is sustained over a period of time. It has a detrimental effect on an individual's emotional and/or physical well-being.

It can be:

- **Emotional bullying** – exclusion from games or other activities, hiding belongings, being unfriendly, giving someone the 'silent' treatment, threatening behaviour and ignoring an individual as they come into the room.
- **Verbal bullying** - name calling, teasing, using offensive or unwanted nicknames, taunting or threatening behaviour, spreading rumours, use of homo-phobic, racist or sexist language, singling out someone who is perceived to be different in any way.
- **Physical bullying** - pushing, kicking, hitting, pinching, any use of violence.
- **Bullying by targeting property** - includes the deliberate damage of someone else's property or the removing of another's possessions without permission.
- **Cyber bullying** – using text messages, the Internet, email and social networking sites to convey hurtful and offensive messages.

What do we do to prevent bullying?

- Prevention is the key to the core of our policy so all staff must remain vigilant to the signs of bullying and be prepared to take reported incidents seriously.
- Use the curriculum and whole school assemblies whenever possible to reinforce the ethos of the school and empower pupils to develop strategies to deal with bullying themselves.
- Ensure every pupil and member of staff knows that we do not tolerate bullying.
- The school has set up an anti-bullying council. Each class has a trained representative who then works closely with other children and a designated adult to help prevent bullying and deal with incidents that occur. Regular training sessions will be conducted both in school and at national events.

- There is provision for children to report incidents anonymously or otherwise through the use of 'Worry Boxes'. These are reviewed by the Anti-Bullying Council who discuss the issues raised as a team alongside the leading teacher. The class teacher has unrestricted access to these boxes and is able to personally review the contents themselves.
- Conduct regular anti-bullying assemblies, engage in yearly anti-bullying weeks and use the school website to ensure all stakeholders are informed of the latest developments.

How do we deal with bullying?

- Pupils are told that they must report any incidence of bullying to an adult within school. When another pupil tells them that they are being bullied or if they see bullying taking place they understand it's their responsibility to pass on the information to a member of staff.
- Provide support and help to children who may have been bullied.
- Serious cases are logged.
- Parents informed and consulted if the incident is considered serious and part of an ongoing sequence of issues.
- It is expected that all identified cases of bullying are to stop with immediate effect.
- The bully may be asked for a genuine (possibly written) apology.
- All attempts to reconcile the pupils will be made whenever possible.
- Appropriate sanctions may be taken against the bully.
- The bullying child will be made aware of the reasons why bullying is wholly unacceptable and attempts will be made to ascertain the reasons for their behaviour. This information will be used to inform necessary behaviour modification strategies at professional discretion.
- In extreme circumstances, fixed term or permanent exclusion may occur.
- Following the incident, each case will be monitored so similar behaviour does not re-occur.

What are the procedures?

All reported incidents of bullying will be investigated and taken seriously by staff members. The adult to whom the case has been referred will make a judgement as to the correct procedure to take in line with the School's Anti-Bullying Policy. Peer mentors or members of the Anti-Bullying Council may be asked to write reports themselves. To ensure effective monitoring of such occurrences and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Deputy or Headteacher. Any incidents of racial abuse must be referred immediately to management and the details of which recorded in the Behaviour Incident Book. This information is then passed on to the local authority: the school business manager being the designated individual to whom this task is charged.

What can a pupil do if he or she is being bullied?

- Remember it is not their fault if they are being bullied.
- Tell someone they trust like parents, teachers of friends.
- Try to ignore the person who is doing the bullying: they may become bored and give up if they don't get the reaction they want!

TELL A FRIEND, AN ADULT, ANYONE!



What can parents do to help?

- Inform the school immediately if they feel their child is being bullied.
- Discourage children to react with physical violence: it will make matters worse.
- Encourage children to be assertive and confident. Tell them to keep a trusted adult informed.
- Report incidents to the school at an early stage and refrain from dealing directly with other children.

This policy was formulated in consultation with/as a result of:

- Feedback from parent audits
- Feedback from a variety of pupil voice audits (including the LA Feeling Safe Survey)
- Discussion with staff, governors and directors

Policy review date: September 2018

Signed _____ _____

Chair of Directors Headteacher

Bullying Incident Report Form

Name of Pupil_____ Year Group_____

Date

Details of incident

Incident reported to

Action taken

Signed by

Pupil

Teacher