

Cusgarne CP School

Policy For Anti-bullying

Date Of Review	October 2010
	October 2011
	February 2014

NEXT REVIEW	February 2017
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CUSGARNE SCHOOL POLICY FOR ANTI-BULLYING

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. The purpose of this policy is to enable adults in school to recognise bullying when it takes place and to deal with it effectively.

What is bullying?

Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluded from a group, tormenting, ridiculing, humiliating.
- Physical hitting, punching, pinching, kicking or any other use of violence, or taking someone else's belongings.
- Verbal name-calling, insulting, teasing, sarcasm, spreading rumours, threats, making fun of someone.
- Racist racial taunts, gestures, making fun of someone's culture or religion, graffiti
- Sexual unwanted physical contact, sexually abusive or sexist comments, prejudice related behaviour about someone's gender
- Cyber all areas of the internet including chat rooms, e-mail, setting up hate websites, mobile telephone threats by text message or calls, misuse of associated technology i.e., cameras and video facilities
- Other including prejudice driven incidents which may relate to disability, family background, family wealth

It is important to understand that bullying is not an occasional falling out with friends, name calling or argument. Children do sometimes fall out or say things because they are upset. Then occasional problems of this kind arise, it may not be classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, and staff should support the learning process in a caring manner. Discussions and explaining how someone else's feelings have been hurt are important and it must be explained that everyone has the right to be treated with respect.

It is bullying when it is done repeatedly and/or on purpose. Whenever the opportunity arises, it must be made clear that Cusgarne School will not tolerate

bullying. We have a responsibility to respond promptly and effectively to issues of bullying, or which can escalate to bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs:

- Is frightened of walking to or from school
- Doesn't want to go to school
- Changes in their normal routine
- Becomes withdrawn or anxious
- Starts to stammer
- Attempts to run away
- Cries themselves to sleep at night
- Feels unwell in the morning
- Has possessions which go 'missing'
- Has unexplained cuts or bruises
- Becomes aggressive or unreasonable
- Is frightened to say what is wrong
- Is afraid to use the internet
- Is nervous when a cyber message is received

Why do we tackle bullying?

We tackle bullying because we are a small school and a community within itself. We do not want our children to be unhappy or feel unsafe. We want them to feel secure and build self-esteem and learn.

Role of Parents

Parents and carers have an important part to play in our anti-bullying policy. We ask parents to look out for unusual or unexplained behaviour in their child and make the school aware. If the parent or carer feels that their child is a victim of bullying, they should not deal with the situation themselves, but inform the school. The parent or carer should emphasise that their child should not be afraid to ask for help and to let a member of staff know of the problem.

Procedures

Allegations and incidents of bullying will be taken seriously by all staff and dealt with promptly. All of those involved have the opportunity to be heard. Staff will support all children involved throughout the process.

The following steps are taken:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident/s are recorded and given to the headteacher

- The headteacher will interview all concerned and possible solutions suggested. A record of the incident is kept.
- Class teachers will be kept informed and if it persists the class teacher will advise the appropriate teaching assistants.
- The headteacher will keep parents informed as necessary.
- Attempts will be made to help the bully (bullies) change their behaviour.
- The bully (bullies) would be coached/mentored through the process to reconcile the situation(s) and consequences of their actions.
- The bully (bullies) may be asked to apologise.
- If deemed necessary there may also be:
 - Time out, loss of playtime
 - Behaviour plan drawn up
 - Minor fixed term exclusion
 - Major fixed term exclusion
 - Permanent exclusion

After an incident has been investigated and dealt with, each case will be monitored to ensure bullying does not begin again.

Pupils who have been bullied will be supported by:

- Offering and immediate opportunity to discuss the experience with the class teacher or a member of staff of their choice.
- Reassuring the pupil
- Offering continuous support.
- Restoring self –esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what has happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in P.S.H.E., circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. We will also use techniques from the R-time training and having discussions about bullying and why it matters.

Monitoring and Evaluation

This policy will be monitored by the headteacher and through staff meetings. The governors should review this policy annually.

Dated

Signed
Wendy Nicholls, Headteacher

Dated

Signed
Chair Of Governors