

## ANTI-BULLYING POLICY

### Philosophy and purpose

Red Marsh School's mission statement is to provide high quality teaching in an environment where learners are cared for, valued and respected.

These are the values that underpin everything we do at our very special school:

**Learn** - being active learners

**Care** - caring and valuing everyone

**Challenge** - doing our very best

**Share** - sharing equally and openly

Bullying of any kind is unacceptable at our school as it is against our mission statement and our values of caring and sharing. If bullying does occur, all pupils should be able to follow our safety message;

Our key safeguarding message, including our anti bullying message is:

**“Tell or show a trusted adult if you are worried, scared or upset”**

*Anyone* who knows that bullying is happening must ensure all pupils involved are safe and report to a DSL. All reported incidents will be dealt with promptly and effectively.

### **What Is Bullying?**

Bullying is unwanted, aggressive behavior that involves a real or perceived power imbalance. The behavior is repeated, or has the potential to be repeated, over time. Bullying results in pain and distress to the victim. Bullying can occur in person and/or online.

### **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** An incident when someone's actions or words are unwelcome and violate another person's dignity or create an environment that is intimidating, hostile, degrading, humiliating or offensive due to the colour, race, nationality and ethnic or national origins, and where the victim believes that the perpetrator was acting on racial grounds and/or there is evidence of racism. A racist incident is **any incident that is perceived to be racist by the victim or any other person.**
- **Sexual** Unwanted physical contact or sexually abusive comments N.B see Child Protection Policy and Behaviour Policy for information regarding the prevention reporting and consequences of sexual harassment/ bullying and/or sexual violence
- **Homophobic** Because of, or focussing on the issue of sexuality
- **Verbal** Name-calling, sarcasm, spreading rumours, teasing
- **Cyber/on-line** All areas of internet such as; email, social networking sites & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technologies, see our on-line safety policy
- **Vulnerable** Because of, or focussing on the issue of disability

## When is Bullying Not Bullying?

- When “one off” incidents occur
- When there is no intention to hurt or harm
- When there is a good reason why others cannot be included in a group activity

## Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. People who are bullying need to learn different ways of behaving.

School has a responsibility to respond promptly and effectively to issues of bullying.

## Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of bullying.
- All governors and teaching and non-teaching 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 and parents/carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## Signs and Symptoms

A child may indicate by signs or changes in behaviour that he or she is being bullied. Adults should be aware of signs of bullying. These may include:

- not wanting to come to school
- becomes withdrawn anxious
- attempts or threatens suicide or runs away
- cries or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- 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 & jumpy

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

## Procedures

### Prevention

- Pupils are explicitly taught about appropriate relationships on and offline.
- School staff model, explain and teach acceptable behaviour. They reinforce positive friendships throughout the year.
- Where required pupils may have personalised learning intention target which promotes positive friendships/ behaviour
- Where required pupils may have Individual Behaviour Plans, which reinforce acceptable behaviour in relation to others.
- School has also set an annual Friendship and Wellbeing Week which promotes positive relationships, encourages working alongside and working co-operatively with peers and teaches about what pupils can do if something is happening to them that they do not like.
- Our PSHCE is planned to ensure pupils are taught how to stay safe, taught about appropriate and inappropriate interactions and relationships and developing respect and tolerance for each other.
- Our on line safety policy outlines how the school teaches about and helps to prevent on line bullying

### **An action plan for how all bullying including racist behaviour in school will be addressed:**

- 1) Personalised support would be provided to the person who had been the victim of the bullying / racist incident.
- 2) The person who had been the victim would receive an apology that this had happened in school or by a member of the school community and it would be made clear that it is unacceptable behaviour and the incident will be dealt with quickly.
- 3) If a pupil or member of staff had instigated a bullying / racist incident it would be made clear that their behaviour was unacceptable and personalised support would be provided to ensure it did not happen again.  
If it was a member of staff it would be dealt with by following the disciplinary procedures, advice would be sought from HR.
- 4) The incident would be recorded and reported to school governors
- 5) The whole school community would be reminded of the schools policy on equality and the schools values. The values state all members of the school community must be cared for, valued and respected.

## Reporting

1. In cases of serious bullying, the incidents will be recorded by staff following the schools safeguarding policy
2. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
3. If necessary and appropriate, police will be consulted
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. All possibly attempts will be made to help the bully (bullies) change their behaviour

## Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## School Staff

People in any work place may be subject to harassment and bullying.

**This policy has been written primarily with pupils in mind; however the following guidance is available for school staff:**

If a member of staff was being bullied or bullying the incidents would be dealt with by following the disciplinary procedures, advice would be sought from HR.