

Anti-Bullying Policy (Taken from the School Website Apr 18)

Our anti-bullying policy is part of our whole school behaviour policy.

Aims and Objectives

At St. Ebbe's, we believe every child has a right to feel safe and happy at school. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils will be able to tell a member of staff and know that incidents will be dealt with promptly and effectively.

Definition of Bullying

Bullying is unacceptable behaviour which is systematic, unwelcome, intimidating and a repetitive abuse of power. It results in somebody feeling unhappy, hurt, threatened or frightened. It is humiliating and causes suffering, distress and isolation.

Bullying can be:

- Emotional - this could come in the form of verbal abuse or excluding
- Physical - 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
- Cyber - Using any form of technology
- Disabilities- targeting children for being different.

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. Pupils who are bullying need to learn different ways of behaving.

Guiding Principles

All members of our school community have the right to feel safe and secure. They will be told where to go and who to speak to if bullying occurs.

- All complaints of bullying will be treated seriously and will be acted upon in accordance with the behaviour plan.
- When bullying occurs, we will act promptly and records will be kept of incidents.
- Wherever possible and when appropriate we will develop children's awareness of issues relating to bullying through the curriculum, assemblies and the use of playground helpers.
- The school will participate in the annual national anti-bullying week
- All members of the school community will be informed what to do and who to go to should they observe incidents of bullying or have it reported to them.

Adults can be bullies. All staff will ensure that they provide good role models in their every day work with colleagues and children.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated. Adults should always keep an eye out for any behaviours outside of the norm such as unusual lack of appetite or scared to go to school.

When Bullying has been identified

- The child is interviewed by a member of staff. This may be with a parent.
- The alleged bully or bullies are interviewed. If there is more than one, then they are interviewed separately. Parent may be present.
- The child who has been bullied and the bully is supported by the whole school.
- Both sets of parents are informed.
- If the bullying is violent and constitutes an assault, and then after investigation other measures may be taken.

Guidelines for Staff

Be vigilant and seek out those children who you feel are showing signs of being bullied.

- Be firm and consistent.
- Listen to children and act promptly on what they say, in accordance with our behaviour policy.
- Discuss feelings and emotions with the children.
- Challenge all racist, sexist, homophobic, antisocial or discriminatory language and behaviour.
- Record all incidents and interventions used and discuss with Head teacher.

- Make all staff aware of any concerns through weekly 'Special Children' item in staff meetings.
- Supervise children positively making reference to good social behaviour.

What our School is doing to help

An Anti-bullying assembly is held once a year as a reminder of the importance of looking after each other.

- The use of a Positive Playground Plan to make sure our playtimes are a fun and safe place.
- Student council has consulted with their classes and has produced an anti-bullying plan.
- Members of year 6 are 'buddied' up with vulnerable children in Year 1 and 2.
- Playground helpers assist with supporting children during playtimes.

Appendix

HELP ORGANISATIONS:

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
www.kidscape.org.uk

Primary Child and Adolescent Mental Health Service
 (PCAMHS) 01865 396 369

Oxfordshire Children's Information Service
 (OCIS) 08452 26 26 36
www.oxoncis.org.uk

Parentline Plus 0808 800 2222
www.parentlineplus.org.uk

Bullying Online www.bullying.co.uk