



Anti-Bullying Policy

Signed _____
Chair of Governors

Date: _____

Next Review: _____

What is bullying?

Bullying, either verbal or physical, will not be tolerated in this school. It is everyone's responsibility to prevent it happening and, with this in mind, guidelines have been laid down as part of the Trust's Behaviour policy.

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all internet, email and internet chatroom misuse)
- Mobile threats by text messaging and calls.
- Misuse of associated technology i.e. cameras and video facilities including those on mobiles.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focusing on the issue of sexuality)

Factors significant in any bullying activity

- Is deliberate and persistent hurtful behaviour
- Is difficult for those being bullied to defend themselves
- Occurs over a prolonged period of time, rather than being a single aggressive act.
- Involves an imbalance of power, the powerful attacking the weak.
- Can be verbal, physical or psychological
- Can be racial or sexual harassment

Why are we against bullying?

"Every Child Matters"...because

- Everyone has the right to feel welcome, secure and happy
- We should treat everyone with consideration
- If bullying happens it will be dealt with quickly and effectively
- It is important to tell someone
- Bullying of any kind is unacceptable at our school.

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go to school
- Changes their usual routine.
- Becomes withdrawn, anxious or lacking in confidence.
- Becomes aggressive, abusive, disruptive or unreasonable
- Feels ill in the morning

- Performance in school begins to drop
- Ask for money or starts stealing money
- Nervous or jumpy

How can we prevent Bullying?

East Tilbury Primary School & Nursery will:

- Take all bullying incidents seriously
- Investigate all incidents thoroughly
- Ensure that bullies and victims are interviewed separately
- Obtain witness information
- Keep a written record of the incident, investigation, and outcomes with an end date
- Inform staff if a pupil is being bullied
- Take action to prevent repeated incidents
- Inform governors of recorded incidents and action taken
- Inform parent/carers of bully, and victim, of proposed strategies to be taken, and aim to work in partnership with parent/carers to improve behaviour
- Work in school which develops empathy and emotional intelligence (SEAL).

Why is it important to respond to bullying?

Bullying Hurts!

- Everybody has the right to be treated with respect
- Everybody has the right to feel happy and safe
- No-one deserves to be a victim of bullying
- Bullies need to learn different ways of behaving.

Approach

The school will react firmly and promptly where bullying is identified. There is a range of sanctions available, these include:

- Teacher/Year Group leader discussions with children and, where necessary, involvement of parent/carer
- Pastoral discussions with children involved
- Referral to Inclusion Lead or in her absence the Deputy Headteacher
- Withdrawal of certain privileges or activities
- Internal exclusion
- Exclusion from school, fixed term
- Exclusion from school, permanent.

Other factors which must be examined:

- The nature of the bullying
- The severity of the bullying
- The frequency of the bullying
- The motivation of the bullies
- The number of bullies involved

Strategies for dealing with bullying

- A school policy known and supported by teachers, pupils, parent/carers and governors
- Recording and reporting of all incidents to governors on a termly basis
- Whole school ethos and school values promote positive behaviour
- Involve Pastoral, Mid-day Assistants & LSAs in training and discussion of how to affect better behaviour in the playground.
- The use of lunchtime clubs to provide positive activities to work with children.
- Older, more responsible pupils (buddies) paired with younger, more vulnerable pupils. Playleaders encouraged to work with younger year groups.
- Experiment with staying in at playtime, and increasing supervision at that time through pastoral team. Involvement of parent/carers at an early stage.
- SEAL used to promote Co-operative values and Great British Values
- Encourage pupils to realise it is their responsibility to ensure the safety and welfare of all, and by reporting bullying incidents they are not telling tales.
- Identify a person to whom the pupil can speak in confidence
- Report our work in the school newsletters, and actively encourage parent/carers to come into school and speak to staff about their concerns.
- Encourage children to use the Worry boxes in school to highlight any concerns.
- Pastoral to address Worry Box concerns weekly

The school will

- Support children who are being bullied
- Help bullies to change their behaviour
- Take bullying seriously

This policy was reviewed by the School Council in January 2016.

Our school will respond promptly and effectively to reported incidents of bullying.

RECOMMENDED PROCEDURES IN SCHOOL FOR REPORTING BULLYING

PATHWAYS OF HELP

