



***Northumberland
County Council***



***Anti Bullying
Policy 2016***

Tritlington C of E Aided First School

Ethos

Reflecting the Trust Deed, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan level.

The school will aim to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith and promotes Christian values through the experience it offers all pupils.

These values include love, caring, sharing, forgiveness, tolerance, perseverance and goodwill to all people.

We aim to ensure everyone reaches their full potential by providing an education that stretches the mind, strengthens the body, enriches the imagination, nourishes the spirit, encourages the will to do good and opens the heart to others

Tritlington C of E Aided First School

Anti Bullying Policy

Rationale

Tritlington is a caring school with a Christian ethos and as such we want children to feel safe to learn and grow. 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 in our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

Staff will deal with issues sensitively and are aware that telling can be quite frightening but we are determined that bullying has to be dealt with and the victim / person who has told will always be protected from any consequences following the reporting of incidences.

Consultation processes

The pupils, staff, Governors and parents have been involved in the formulation of the school's values and this is repeated on a regular basis to ensure that our ethos supports the principles underlying this policy.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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 racial taunts, graffiti, gestures
- ❖ Sexual unwanted physical contact or sexually abusive comments
- ❖ Homophobic because of, or focussing on the issue of sexuality
- ❖ Verbal name-calling, sarcasm, spreading rumours, teasing
- ❖ Cyber - All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls Misuse of associated technology i.e. camera & video facilities

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. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

To ensure that:

- ❖ All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- ❖ All governors, 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/carers should know what the school policy is on bullying, and what they should do if bullying arises.
- ❖ It is known that at school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported.
- ❖ It is known that bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- ❖ Is frightened of coming to school
- ❖ Changes to their usual routine
- ❖ Is unwilling to go to school (school phobic)
- ❖ Becomes withdrawn anxious, or lacking in confidence
- ❖ Starts stammering
- ❖ Attempts or threatens suicide or runs away
- ❖ Cries themselves to sleep at night or has nightmares
- ❖ Feels ill in the morning
- ❖ Begins to do poorly in school work
- ❖ Comes home with clothes torn or books damaged
- ❖ Has possessions which are damaged or "go missing"
- ❖ Asks for money or starts stealing money (to pay bully)
- ❖ Has dinner or other monies continually "lost"
- ❖ Has unexplained cuts or bruises
- ❖ Becomes aggressive, disruptive or unreasonable
- ❖ Is bullying other children or siblings
- ❖ Stops eating
- ❖ Is frightened to say what is wrong
- ❖ Gives improbable excuses for any of the above
- ❖ Is afraid to use the internet or mobile phone
- ❖ Is nervous & jumpy when a cyber message is received

The Bully may show the following signs:

Aggressive bullying

- ❖ Aggression
- ❖ Poor control of impulsive actions
- ❖ A positive view of violence

- ❖ A desire to dominate
- ❖ A lack of empathy
- ❖ High self esteem
- ❖ Physical attacks

Anxious bullying

- ❖ Anxiety and aggression
- ❖ Low self esteem
- ❖ Insecurity
- ❖ Lack of friends
- ❖ Provoking attacks by others who bully

Passive bullying

- ❖ Passivity of submissive behaviour
- ❖ Being easily led
- ❖ Having empathy with the victim but not intervening
- ❖ Feelings of guilt
- ❖ Standing by while bullying takes place
- ❖ Recognising those who bully.

Those who bully may typically react in the following ways when they have caused emotional or physical pain.

They may:

- ❖ Experience difficulty in admitting what they have done
- ❖ Be reluctant to admit that what they have done is wrong
- ❖ Suppress feelings of guilt
- ❖ Feel no remorse
- ❖ Repeat hurtful action
- ❖ Try to get sympathy and overreact with tears etc.

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

Procedures

- ❖ Report bullying incidents to staff or use the listening box in school. A box is available to use by children needing support. They should write their names on a note and place in the box. A victim of bullying will be supported and reassured.
- ❖ The incidents will be recorded by staff and reported to the head teacher.
- ❖ Parents should be informed and will be asked to come in to a meeting to discuss the problem.
- ❖ If necessary and appropriate, police will be consulted.
- ❖ The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly. Actions to help the bully change his/her behaviour are listed below. Sanctions are also clarified.
- ❖ An attempt will be made to help the bully (bullies) change their behaviour.
- ❖ All procedures and policy will be shared with other providers e.g. After School Clubs and their procedures will be clarified by us.

Helping the Victim

- ❖ Victims will be listened to and offered daily support from a named adult in school.
- ❖ The victim will be encouraged to keep a diary/ make notes of past bullying and any further bullying that might take place. This will be shared with staff.
- ❖ There will be regular review meetings- initially weekly, then monthly and termly in order to ensure bullying has ceased.

Changing the bully

- ❖ Discussion
- ❖ Discovering why the person became involved
- ❖ Establishing the wrong and the need to change
- ❖ Informing parents/ carers to help change the attitude of the person
- ❖ Referral to outside agencies if needed.

Sanctions

- ❖ Official warning to cease offending/ parents informed and records kept.
- ❖ Working with parents to help change attitude of child.
- ❖ Loss of playtime(s)
- ❖ Support sessions to realise why child would react in such a negative way including support from the Central LIST Team if required .
- ❖ Exclusion from certain areas of the school premises including class and after school clubs for a fixed term period
- ❖ Exclusion from school – minor fixed term
- ❖ Exclusion from school major fixed term
- ❖ Permanent exclusion

Outcomes

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

Prevention Methods may include:

- ❖ Writing a set of school rules
- ❖ Signing a behaviour contract – child/ parent/ head teacher
- ❖ Teaching behaviour themes and values across the school including bullying
- ❖ Making up role-plays
- ❖ Having discussions about bullying and why it matters
- ❖ School questionnaires - actions taken
- ❖ Listening box
- ❖ Buddy schemes

❖ Peer mediation

Links with other relevant policies; Behaviour policy, Child protection, E Safety, Health & Safety, Confidentiality, PSHE.

Where appropriate, policies of organisations leading any after school club provision will be asked for and adhered to. We will also share this policy with them.

Success Criteria (We will be achieving our aims if.....)

- ❖ Any individual's concerns are shared and addressed immediately using strategies uniquely appropriate to individual need and circumstance.
- ❖ Individuals know their concerns will be taken seriously.
- ❖ Individuals feel they are being treated fairly and consistently.
- ❖ Individuals recognise the need for sanctions.
- ❖ There is an appropriate and clearly defined range of sanctions known by all.
- ❖ Individuals feel safe at all times Individuals exhibit self-discipline
- ❖ Individuals challenge prejudice
- ❖ Individuals are not afraid to make mistakes
- ❖ Feedback to parents and pupils is appropriately constructive so as to support pupils in their school life

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness through monitoring incidents, using circle time, staff meetings, and parental questionnaires.

Useful Contact

Childline 08001111 www.childline.org.uk

A google search on bullying will produce many other resources.

Reviewed: Autumn 2014

Incident record

Name of child being bullied.....

Date: Staff involved:

Brief account of incident including other child/children involved:

Actions Taken:

Further actions including review dates (list these as appropriate using the back of this form if necessary)