

Old Leake Primary & Nursery School



ANTI-BULLYING POLICY January 2016

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a calm and secure atmosphere. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to talk in confidence, knowing that incidents will be dealt with promptly and effectively. We are a LISTENING school – anyone who knows that bullying is happening is encouraged to tell someone on the staff.

What do we mean by bullying?

Bullying may be defined as the intentional hurting, harming or humiliating of another person. It can take the form of racial, religious, cultural, sexual, sexist, homophobic, disability, special needs or cyber related bullying. It could involve physical (including sexual) intimidation, verbal, cyber (including social network sites like Facebook, chat rooms, email, e-photos and SMS messages/texts by mobile phone), and emotional means (by excluding, tormenting or spreading malicious rumours). It can involve manipulating a third party to tease or torment someone. It can involve complicity that falls short of direct participation. Bullying is often hidden and subtle. It can also be overt and intimidatory.

Bullying is repeated behaviour which makes other people feel uncomfortable or threatened, whether this is intended or not. There are many different sorts of bullying, but the three main types are:

physical – hitting, kicking, pinching, shoving, damaging, taking or hiding someone else's belongings, including money.

verbal – name calling, teasing, insulting, threatening, writing unkind notes, hand written or through use of email.

psychological– being unfriendly, deliberately leaving people out, tormenting, spreading
Bullying is behaviour which is intended to hurt another person, and results in pain and distress to the victim and is not a 'one-off' incident.

It can be:

Emotional bullying: - excluding, tormenting, hiding belongings, being unfriendly, giving someone the 'silent' treatment, threatening, ignoring someone as they come into the room.

Verbal bullying: - including name calling; teasing; using nicknames; taunting or threatening; spreading rumours; picking on someone who is different; perhaps overweight; small; tall; has a disability; doesn't wear trendy clothes or is not allowed to do things after school, or may be of a different racial, sexual or cultural background.

Physical bullying: - pushing, kicking, hitting, pinching or any use of violence.

Cyber bullying - that takes place using electronic technology. Electronic technology includes devices and equipment such as mobile phones, computers, and tablets as well as communication tools including social media sites, text messages, chat, and websites. Examples of cyberbullying include mean text messages or emails, rumors sent by email or posted on social networking sites, and embarrassing pictures, videos, websites, or fake profiles

Other bullying: - this may include deliberate damage of someone else's property or the taking of property without permission, for example, pens, pencils or money.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in school.

School's teaching and support staff must be alert to signs of bullying and act promptly and firmly against it in accordance with school policy.

What do we do to prevent bullying?

- We have worked together to ensure that all staff, governors, pupils and parents have an understanding of bullying.
- We make sure that every pupil knows that we do not tolerate bullying.
- We use every opportunity possible to talk to the children about proper ways of behaving towards each other.
- We deal immediately with any complaints and deal firmly with anyone using bullying behaviour.
- We are aware of those who have been bullied and keep in contact with their parents.

How do we deal with bullying?

- We ask that all bullying incidents are reported to staff
- We expect the bullying behaviour and threats of bullying to stop immediately.
- We will encourage the bully to offer an apology.
- We will try where possible to reconcile the pupils.

- We will try to help understand what the ‘victim’ feels like and so through empathy eradicate the situation.
- We will where appropriate enforce sanctions against the bully.
- We will attempt to help the bully to change his or her behaviour and consider their self esteem.
- We keep a record of serious cases of bullying.
- We ask parents to come into school to discuss the incident if it is serious.
- We will contact the ‘victim’s’ parents regarding the outcome of the investigation.
- We will in the most serious cases consider exclusion or expulsion.
- Pupils who have been bullied will be offered support and steps will be taken to restore their self-esteem and confidence.
- We will if necessary and appropriate involve the police.

What can a pupil do if he or she is being bullied?

- Remember it is not your fault that you are being bullied.
- Tell someone you trust like your parents or your teacher.
- Try to ignore the person who is bullying you. They might get bored and give up if they get no reaction from you.
- Tell the bully to get lost but sound sure of yourself.
- If you can, stay with a crowd, bullies usually pick on people on their own.

REMEMBER TO TELL SOMEONE IF YOU ARE BEING BULLIED

What can parents do to help?

- Inform the school immediately if you feel that your child is being bullied.
- Don’t encourage your child to hit back. It could make matters worse.
- Encourage your child to be assertive and confident. Tell them to let the teacher know what is happening.

REMEMBER WE DON’T LIKE BULLYING AT OUR SCHOOL

Signed..... Date.....

Review January 2017