



'BE THE BEST YOU CAN BE!'

ANTI BULLYING Policy

Lead person responsible:
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Statement of intent

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can learn and work in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils and staff 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.

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 (eg. Hiding books, use of 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 focusing on the issue of sexuality

- **Verbal**

Name calling, sarcasm, spreading of rumours, unkind teasing

- **Cyber**

All areas of internet, such as e-mail and internet chat room misuse. Mobile - threats by text messaging and calls. Misuse of associated technology ie. Camera and 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.

We have 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 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 staff should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Pupils and parents 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 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 walking to or from school
- Doesn't want to go on the school/public bus
- Begs to be driven to school
- Changes their usual routines
- Is unwilling to go to school (school phobic)
- Begins to truant
- 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 and starts stealing money (to pay bully)
- Has dinner or other monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money/lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received.
- Gives improbable excuses if any of the above

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
- In cases of serious bullying, the incidents will be recorded in the Class Incident Log, Deputy Head or Head teacher log.
- In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, the police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- If the matter is ongoing and attempts by the Class Teacher have not stopped the bullying, the Head teacher must be informed.

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place
- 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
- In serious cases, fixed term exclusion will be considered.

Prevention

We will use the Anti-Bullying week guidance methods to help children prevent bullying. As and when appropriate, these may include:

- Writing a set of school rules
- Signing a behaviour contract
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role-plays or use PSHCE examples
- Having discussions about bullying and why it matters in various ways such as Circle time.

All classrooms have guidance on bullying which is displayed on the wall and discussed at the beginning of the academic year and when needed.



APPENDIX – BULLYING- Pupil Guide

At Roe Green Junior School we will ensure that every child enjoys an atmosphere that is caring and protective.

- A bully is someone who hurts other people. They may hit, pinch, kick or push you
- A bully is someone who threatens other people. They may take things away from you or damage your belongings. They may even take your friends away from you
- A bully is someone who makes fun of other people. They may tell lies about you, they may tease, name call or make you feel uncomfortable
- A bully is someone who is afraid to stand up for what is right. They are usually unhappy people. By doing something about your bullying problem you could be helping them too and you may stop them from bullying other people.
- We will help bullies change their behaviour to a positive and caring nature.



We are here to help you

- We know what it is to be a bully
- We know what it feels like to be bullied
- You are not alone
- Tell your Class Teacher, a friend and your parents. It won't stop until you do. It is not telling tales and you won't get into trouble
- If you can't talk about it, write a note. You will be listened to and things will change
- We can make it stop
- We can make you a happier person.

