******Longroyde Primary School**

**Anti-Bullying Policy**

**Statement of Intent**

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 or racism of any kind is unacceptable at 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.  Any racist incidents must also be reported.  We follow the Local Authority Policy on reporting these incidents which are done electronically each term.

**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:

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| * **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 focusing on the issue of sexuality |
| * **Verbal**
 | name-calling, sarcasm, spreading rumours, 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 i.e. 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.

Schools 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 and 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 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 routine
* 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
* Gives improbable excuses if any of the above
* Is afraid to use the internet or mobile phone
* Is nervous and jumpy when a cyber message is received

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

**Procedures**

1. Report bullying incidents to staff.
2. In cases of serious bullying, the incidents will be reported by staff.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.
7. Incidents need to be resolved, not just smoothed over.
8. Those who feel aggrieved want to see justice done.
9. Blame may not be all on one side.
10. It may never be possible to prove what really happened.
11. Few incidents can be resolved by the removal of the alleged bully from the school.
12. Levels of tolerance may vary enormously.
13. Expectations may be unrealistic.

 **Outcomes**

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

**Prevention**

We will use different methods of helping children to prevent bullying.  As and when appropriate, these may include:

* Writing a set of school values
* 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
* Having discussions about bullying and why it matters

**Incident Reports on CPOMs**

These provide an opportunity for children to report acts of bullying and provide a way of ‘telling’ in safety. This procedure gives children a feeling that someone is listening to them and enables them to offload the worry. We always encourage our children to tell. We also provide a bully box in the Hall where children can leave reports in confidence. Children can name these but further research by the Headteacher will take place to screen these reports. The Headteacher will complete an incident report on CPOMs.

**Disciplinary Procedures**

All teachers deal sensitively with situations that arise with children and we do encourage children to tell (see Positive Behaviour and Rewards Policy). We often reinforce our school values in assemblies by the use of stories and role play situations and all of our pupils and parents are fully involved.

**Disciplinary System**

We take bullying very seriously at Longroyde. When a child is being bullied:

1. the victim is reassured and supported.
2. the bully, depending on how serious the incident is counselled and parents are invited to school so that their influence and support can be involved.
3. if the bully continues to victimise the same child then serious disciplinary procedures would follow - this would include exclusion.

In conclusion, the message that all children should get is that Longroyde staff, children and parents will not tolerate bullying. We want to counter the view that bullying in inevitable - we want to provide a positive ethos which brings everyone on board to prevent bullying. We have agreed procedures to deal with bullying and we always want to create a safe environment for children to work and play in.

**HELP ORGANISATIONS:**

Advisory Centre for Education (ACE)               020 7354 8321

Children’s Legal Centre                                                0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus                                                  0808 800 2222

Youth Access                                                               020 8772 9900

Bullying Online                                                              [www.bullying.co.uk](http://www.bullying.co.uk/)

Visit the KIDSCAPE website [www.kidscape.org.uk](http://www.kidscape.org.uk/) for further support, links and advice.

For a copy of Kidscape’s free booklets “*Stop Bullying*”, “*Preventing Bullying*” and “*You Can Beat Bullying*”, send a large (A4) self-addressed envelope (marked “*Bully Pack*”) with 6 first class stamps to:

            Kidscape

            2 Grosvenor Gardens

            London

            SW1W 0DH

**This policy has been produced by R Fox in November 2018 and supersedes any previous policy.**

**Approved by governors on:**