



# Pebblebed Heath Federation



## Anti-Bullying Policy

### 'Telling' school

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 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.

### 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.

### 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 all issues of bullying.

### What do we want our school to be?

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 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.

At our school **EVERYONE** has an important part to play in discouraging and preventing bullying from happening. Whenever the opportunity arises it must be made clear that we will not tolerate bullying. Children must be encouraged to tell adults, be given strategies for self help and staff must always be observant

### What is bullying?

We believe that bullying behaviours are **Several Times On Purpose** and therefore need to **STOP**. Bullying is the use of aggression with the intention of hurting another person. Bullying can be:

**Emotional** - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

**Physical** - pushing, kicking, hitting, punching or any use of violence

**Racial** - racial taunts, graffiti, gestures

**Homophobic** – because or focusing on the issue of sexuality

**Verbal** – indirect or direct name-calling, sarcasm, spreading rumours, teasing

**Cyber** - All areas of internet, such as email & internet chat room, the misuse of mobile threats by text messaging & calls etc

## **What happens when there are incidents of bullying?**

Whenever incidents of bullying are reported the school adopts the following principles:

1. Believe the child
2. Do something about it.
3. Keep on checking and reviewing

### **Procedures**

1. Report bullying incidents to staff using CPOMS
2. Incidents will be recorded 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

### **Outcomes**

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place (see Behaviour Policy)
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 a variety of methods for helping children to prevent bullying. As and when appropriate, these may include:

- Agreeing 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
- Having an annual Anti-Bullying Week
- Making up role-plays
- Having discussions about bullying and why it matters

All incidents will be taken seriously and children involved will be given time to talk to a trusted adult.

***This policy will be reviewed annually alongside the behaviour policy and will involve all members of the school community***