

#### **4) Forms of bullying covered by this Policy**

- Bullying can happen to anyone. This policy covers all types of bullying including:-
- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Sexist or sexual bullying.
- Cyber bullying.

#### **5) Preventing, identifying and responding to bullying.**

We will:-

- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systemic opportunities to develop pupils' social and emotional skills, including their resilience.
- Consider all opportunities for addressing bullying including through SEAL, "R-Time", the curriculum, through displays, through peer support and through the School Council.
- Train all staff including lunchtime staff and LSA staff to identify bullying and follow school policy and procedures on bullying.
- Actively create "safe spaces" for vulnerable children and young people such as the "Friendship Stop".
- Make the "Bully Box" available.:-

#### **6) Involvement of pupils**

We will:-

- Regularly canvas children's views on the extent and nature of the bullying.
- Ensure pupils know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of the range of sanctions that may be applied against those engaging in bullying.
- Publicise the details of helplines and websites.
- Offer support to pupils who have been bullied.
- Work with pupils who have been bullying in order to address the problems they have.

## **7) Liaison with parents and carers**

We will:-

- Ensure that parents/carers know whom to contact if they are worried about bullying i.e. class teacher or headteacher.
- Ensure parents know about our complaints procedure and how to use it effectively and appropriately.
- Ensure parents/carers know where to access independent advice about bullying e.g. Childline, Kidscape (see appendix)
- Work with parents and local community to help address issues beyond the school gates that give rise to bullying.

## **8 )Actions and Sanctions**

A report of bullying by either a pupil or adult will be responded to immediately.

Victims should be encouraged to report to an adult.

A pupil who is concerned about someone else being bullied should report to his/her class teacher who will report the information to the Headteacher who will continue to investigate if not already resolved.

### ***If the accusation is substantiated the following procedure will be followed:-***

- The bullied pupil will be interviewed sensitively but formally.
- The child who carried out the bullying will be interviewed formally.
- The teacher/Headteacher will record in writing any discussions with both parties.
- The parents/carers of the child who carried out the bullying will be invited to the school and presented with the documented information. It is important at this stage that the parents endeavour to ensure their child's behaviour improves to an acceptable level.
- Outside agencies may be involved to try to alter behaviours at this point.
- All documentation relating to the incidents will be retained for one year from the incident.
- Sanctions such as withdrawal of privileges, playtime detentions, exclusions and in the most extreme cases expulsion will be used depending upon the nature, regularity and severity of the bullying behaviour that has been displayed.

## **9) Monitoring & Review, policy into practice**

We will review this policy at least once every two years. The governors may however review this policy earlier if necessary.

### **10) Responsibilities**

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:-

School Governors to take a role in monitoring and reviewing this policy.

Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.

The Headteacher to communicate the policy to the school community.

Pupils to abide by the policy.

The named contact for this policy is \_\_\_\_\_.

## **Appendix**

### **Useful Numbers-**

**Childline 0800 1111 (24 hours) or 0171 239 1000**

**Kidscape 0171 730 3300 (Monday – Friday 10.00 am to 4.00 pm)**

**The Anti Bullying Campaign 0171 378 1446 (Monday – Friday 9.30 am to 5.00 pm)**