



To Inspire and Achieve

Anti-



Policy

ANTI-BULLYING POLICY

Introduction

Prince Andrew School believes that every single child has the right to learn in a school environment, free from bullying and in which they feel safe and supported. Bullying of any kind is deemed unacceptable and will always be treated seriously and acted upon immediately.

The aim of this anti –bullying policy is to ensure that students attending Prince Andrew School learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated.

1.0 Definition of bullying

Bullying is behaviour by an individual or group, usually repeated over time that intentionally hurts other individuals or groups either physically or emotionally whether this act was intended or not.

There are different sorts of bullying, but the three main types are:

PHYSICAL – e.g. hitting, kicking, groping, taking or hiding belongings including money.

VERBAL – e.g. name-calling, racist or sexist comments, teasing, insulting, and writing unkind notes.

EMOTIONAL – e.g. being unfriendly, excluding, threatening/tormenting, spreading rumours, looks.

CYBER—e.g. being bullied via social media

People react differently. It is not always possible to tell if someone is hurt or upset.

2.0 The aims of the anti bullying policy are:

- **To prevent, de-escalate and or stop continuation of harmful behaviour in line with the behaviour policy.**
- **React to bullying incidents in a reasonable, fair and consistent way.**
- **Safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying.**
- To clarify for students, staff and parents that bullying is always unacceptable.
- To foster an environment where independence is encouraged and individuals can flourish without fear.

EVERYONE HAS THE RIGHT TO FEEL SAFE AND BE HAPPY IN SCHOOL AND TO BE PROTECTED WHEN HE/SHE IS FEELING VULNERABLE

2.1 Possible signs

Students who are being bullied may show changes in behaviour such as becoming withdrawn, shy and nervous, feigning illness or clinging to adults. They may show changes in their work patterns, may lack concentration or may even truant from school.

2.2 Encouragement to tell

It is important to create an atmosphere where the students who are being bullied and others who know about it, feel that they will be listened to and believed, and that action will be swift but sensitive to their concerns.

Not telling protects the bully or bullies and gives the message that they can continue, perhaps bullying others too.

2.3 The following steps will be taken when dealing with incidents

- If bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached.
- Each incident will be investigated thoroughly, sensitively and effectively.
- A clear account of the incident, actions taken and review date will be recorded, given to the Head of Key Stage/ Deputy Head Student Services and kept on file so that incidents can be monitored.
- Relevant staff will be kept informed about all incidents of bullying.
- Parents/ Carers will be informed on the day of the incident and of the action taken.
- Appropriate rewards and sanctions in line with the behaviour policy will be used to support the improvement of bully's behaviour.

Student support

- Pupils who have been bullied have the opportunity to discuss the incident(s) with an appropriate member of staff
- Given reassurance
- Encouraged to report further issues.
- Arrange a review date/ time to discuss outcomes and appropriate follow-up.

3.0 Procedures

In the first instance, it is important to make it clear to the victim that revenge is not appropriate and to the bully that his/her behaviour is unacceptable, and has caused distress. Every effort is made to resolve the problem through Restorative Justice with both parties, if applicable. Regardless of the outcome, parents of both parties are informed of what has happened, and how it has been dealt with. It is vital that everything that happens is carefully recorded in a clear factual way.

On the first occasion, a pupil who has been bullying another pupil with name calling will go to the isolation room, this could be for up to 3days depending on the severity of the bullying.

- 3.1** Physical Bullying to any student or member of staff is a straight suspension and could be given for up to 10 days.
- 3.2** If the bullying behaviour continues after the Restorative Justice meeting, then the following sanctions will apply:
- If bullying is repeated towards the same or a different student, then the parents/guardians of the bully would be formally invited into the school to discuss the problem, to try to identify the causes and take appropriate action.
 - The Deputy Head Student Services and/or the Head Teacher, along with the appropriate Head of Key Stage would conduct this formal meeting. During this meeting, the school will make recommendations to the student and parents/guardians for the student to access counselling support through either the Education Psychologist and/or the Mental Health Children's Team. The situation would then be monitored closely when a student returns from a period of suspension.

- If after this time, the bullying continues, a further period of suspension will follow. On this occasion, the parents/guardians will be informed that the school will be making a referral to the Multi-Agency Group for support to the student.

4.0 To Students

If you are being bullied, or you know that someone else is, please tell us immediately and it will be dealt with. Not telling means the victim will continue to suffer and the bully will carry on, probably bullying others too. We all have a responsibility to make sure that bullying is not allowed to continue in our school.

Students are encouraged to report bullying in school by:

- Talking to member of staff
- Discussion in circle time
- Using the Bullying Record Card
- Parent liaison with the school
- PSHE sessions
- By placing a letter in the Suggestion Box
- Talking to a Peer Supporter
- Talking to a member of the Student Council

5.0 To Parents/Guardians

If you think your child is being bullied, or he/she tells you that this is so, please let us know immediately. Please reassure your child we will deal with it sensitively, but firmly. If your child tells us that he/she is bullying others, we will contact you, and will discuss together how the situation can be improved.

6.0 To Non-Teaching Staff

If you think bullying is happening, report it immediately to a member of staff.

7.0 To Teachers

If you think that bullying is happening, please report in writing, to the appropriate Head of Key Stage. We all need to be particularly vigilant during lesson times, at breaks, during lesson changeovers, around corridors in the designated play areas, and the toilets. There are times and places where victims are more vulnerable and bullying is not easily seen.

7.1 Curriculum work can enhance this policy.

Pupils will have the opportunity to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through PSHCE and other subjects areas; through assemblies and other school activities.

Teachers will aim to use different teaching methods to encourage co-operative work and a variety of groupings so that students extend their relationships beyond a small group of friends.

This policy will be promoted and implemented throughout the school.