

# Anti-Bullying Policy

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## 1. Our philosophy

The Inclusive Multi Academy Trust takes the issue of bullying extremely seriously. We believe that:

- Everyone has the right to feel safe and happy; therefore we want to send a strong signal to the community in all of our schools that any kind of bullying is unacceptable.
- No forms of bullying will be tolerated and all perpetrators will be held to account.
- Pupils who feel they are being bullied will be supported.

## 2. What is bullying?

Bullying is intentional (not an accident), a bully hurts someone on purpose. Bullying is repetitive. This means that the bully hurts someone over and over again. It isn't an incident that happens only once. Bullying can be by one person or a by a group of people.

## 3. Bullying can be:

- Emotional: Hurting people's feelings, leaving you out, gossiping.
- Physical: Punching, kicking, pushing, damaging their belongings.
- Verbal: Name calling, teasing, offensive remarks.
- Cyber: Saying unkind things by text, e mail or social media.
- Prejudice: Racial, religious belief, gender, sexuality, special educational need or disability.
- Demeaning: a verbal activity leading to the loss of status of the 'victim'
- Extortion: harassment (verbal or physical) in order to gain some possession from the 'victim'.

Unkind and hurtful incidents may happen that are not classed as bullying however they should still be reported and dealt with according to the behaviour policy.

## 4. Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc

Staff must remain vigilant about bullying and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them. Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

## When is it bullying?

Several  
Times  
On  
Purpose

### 5. Responding to bullying

- All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.
- Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having.
- The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding). Other consequences may take place. Eg a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes (See Behaviour Policy). Wherever possible, the pupils will be reconciled.
- In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. eg police, counsellor.
- In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from behaviour outreach, counselling, reduced timetables, or even fixed or permanent exclusion will be considered.
- During and after the incident(s) have been investigated and dealt with, each case will be recorded and monitored to ensure repeated bullying does not take place.
- The Safeguarding Governors will be informed of any recorded incidents, sanctions and reconciliation.

### 6. Signs and Symptoms For Parents and Staff

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
- 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 make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises

- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems,

## **7. Advice to Parents**

Do:

- Report bullying incidents to the class teacher.
- Work with the school to support your child.

Do Not:

- Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

## **8. Schools' personalised approach**

Our Trust behaviour policy helps to promote positive behaviour in our schools to create an environment where everyone behaves well and supports each other. Each school in the Inclusive Multi Academy Trust has developed a child friendly guide to highlight the following:

- What should you do if you are bullied?
- How do we prevent bullying?
- Who can I tell if I am being bullied?
- What should I do if I see someone else is being bullied?
- What if bullying happens outside the school gates?
- What happens when bullying occurs?

## **9. Help organisations**

- KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204
- Parentline Plus 0808 800 2222
- 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.