



Whitburn Church of England School

Anti-Bullying Policy

Status

This policy was formally adopted by the Governing Body of Whitburn Church of England School on 7th March 2006 and is reviewed annually. It accords with the *Education and Inspection Act 2006*, *Health and Safety at Work Act 1974*, *Disability Discrimination Act 2005*, and *Violent Crime Reduction Act 2006*.

This policy should be read in conjunction with;

- Exclusion Policy
- Race Equality Policy
- Special Educational Needs Policy
- Personal, Social, and Health Education (PSHE) Policy
- Student Acceptable Use Policy
- Code of Conduct
- Ethos Statement
- Whitburn Principles

Aim

Whitburn Church of England School is a school where every child really does matter. We are committed to providing a friendly, safe environment where all pupils can learn and achieve in a relaxed and secure environment. Bullying is a destructive element which can greatly affect the potential for success. Bullying in any form is unacceptable at our school and is taken very seriously.

We are committed to supporting our pupils to be caring citizens in and out of school. If bullying occurs outside of school we will do what is reasonably practicable to eliminate any such bullying.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with sensitively and effectively. Anyone who knows that bullying is happening is expected to tell someone at school.

Definition of Bullying

Bullying is deliberate hurtful behaviour in circumstances where it is difficult for those being bullied to defend themselves. Such acts of aggression may be premeditated or opportunistic. Bullying always results in pain and distress to the victim.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting, (e.g. hiding books or 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	Taunts, gestures, focusing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, poison pen notes
Cyber	Misuse of all areas of the Internet such as email, social networking sites (e.g. MySpace and Facebook) and internet chat rooms (e.g. MSN messenger) as described in the Pupil Acceptable Use Policy
Mobile	Threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities

If a person feels they are being bullied then the incident must be treated accordingly.

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.

Procedures

Pupils

- Pupils should report any bullying incidents to parents, prefects, Friends or to any member of staff that the pupil feels comfortable talking with.
- During the investigation all pupils involved will participate positively and without delay.
- Pupils must participate fully in the programme put in place for conciliation.

Staff to whom the incident is reported or who first discover the incident should:

1. Intervene in the situation and make all safe. Make it clear that bullying is unacceptable and will not be tolerated, and the incident will be fully investigated. It is important at this stage that no judgement is made. It may be necessary to control the bully and support the victim. Inclusion Support Assistants, Excellence and Inclusion Manager, and the Senior Management team can assist if required.
2. Write a full account of the incident on a bullying incident sheet.
3. Give/e-mail this report to the relevant member of the Excellence and Inclusion Team as soon as possible, preferably the same day. Where all pupils involved are in the same year group the information should be given to the Inclusion Support Assistant for that year group; where more than one year group is involved the information should be given to the Excellence and Inclusion Manager.

Excellence and Inclusion Team Response

Make clear to all concerned that:

1. The school takes bullying seriously and that we have zero tolerance for the action of bullying.
2. The incident will be recorded in the Bullying Log and a full investigation will take place.
3. Appropriate sanctions will be given in line with the Behaviour Policy.
4. Parents will be informed.
5. Conciliation between those concerned is essential and will take place using appropriate strategies
6. The situation will be monitored and reviewed by the Excellence and Inclusion Team at an agreed date.
7. If the situation remains unresolved parents will be invited into school for a meeting with the Head of Learning and Assistant Headteacher Excellence and Inclusion and further sanctions may be given.

Prevention and Intervention Techniques

Whitburn Church of England School will raise the awareness of the antisocial nature of bullying through school assemblies, School Council, PSHE programme, use of Long Registration time and in the national curriculum programmes of study as appropriate.

We describe our school as a “telling school” and pupils will be praised for having the courage to tell.

Areas where bullying may occur will be appropriately managed.

Where serious violence is involved the Head Teacher may exclude the pupil immediately pending further investigation.

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Guidance for Parents/Carers

Parents/carers have a vital role to play in ensuring their child adheres to the school rules and takes responsibility for their actions. They should encourage their child to respond to concerns in a positive manner.

If you feel your child is being bullied

The following may be an indication your child is being bullied:

- Frequent illnesses such as headaches and stomach aches
- Irritable or aggressive behaviour
- They have few or no noticeable friends
- Money and property get regularly lost
- There is a noticeable change in their appetite
- Bruises and scratches are not easily explained
- They are unwilling to talk about school
- You have noticed a change in their school work

What can you do?

1. Talk to your child and remind them you are there to support.
2. Encourage them to come to school and report the incident to any member of staff that they feel comfortable talking with.
3. Contact the school and speak to the Inclusion Support Assistant (ISA) linked to your child's Year group.
4. If you feel the matter has not been resolved, make an appointment with the ISA, Excellence and Inclusion Manager or Head of Learning to discuss the situation.

If you feel your child is bullying others

The following may be an indication your child is bullying others:

- They have more money than usual
- They have possessions that do not belong to them
- They display aggressive behaviour and belittle others

What can you do?

1. Talk to your child and remind them you are there to support.
2. Discourage their poor behaviour.
3. Monitor their use of chat rooms such as MSN, social networking sites such as MySpace and other forms of communication. Appropriate use is detailed in the Pupil Acceptable Use Policy
4. Contact the school and speak to the Inclusion Support Assistant (ISA) linked to your child's Year group or the Excellence and Inclusion Manager
5. If you feel the need, make an appointment with the ISA, Excellence and Inclusion Manager or Head of Learning to discuss the situation.

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Guidance for Pupils

Bullying is deliberate hurtful behaviour against a more vulnerable pupil. These acts of aggression may or may not be planned but are intended to cause hurt. Bullying always results in pain and distress to the victim.

Bullying can be:

Emotional	Being unfriendly, excluding, tormenting, (e.g. hiding books or threatening gestures)
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Cyber	Misuse of all areas of the Internet such as email, social networking sites (e.g. MySpace and Facebook) and internet chat rooms (e.g. MSN messenger), as described in the Pupil Acceptable Use Policy
Mobile	Threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities

What can you do?

- Look out for pupils who appear to be lonely or unhappy.
- Talk to them and offer your support.
- Encourage them to report any bullying incident to any member of staff that they feel comfortable talking with.
- Speak to the Inclusion Support Assistant (ISA) linked to your Year group. Remember this is a “telling school”.

What happens next?

1. The school takes bullying seriously and we have zero tolerance for the action of bullying.
2. The incident will be recorded and a full investigation will take place.
3. During the investigation all pupils involved will participate positively and without delay.
4. Appropriate sanctions will be given in line with the Pupil Acceptable Use Policy and Behaviour Policy.
5. Parents will be informed.
6. Pupils should participate fully in the programme put in place for conciliation.
7. The situation will be monitored and there will be a formal review.
8. If the situation remains unresolved parents will be invited into school for a meeting with the Head of Learning and Assistant Headteacher Excellence and Inclusion and further sanctions may be given.

Where serious violence is involved the Head Teacher may exclude the pupil immediately pending further investigation.

Anti-Bullying Policy		
Linked to	Exclusion Policy, Race Equality Policy, Special Educational Needs Policy, Personal, Social, and Health Education (PSHE) Policy, Student Acceptable Use Policy, Code of Conduct, Ethos Statement, Whitburn Principles	
Creation Date	Version	Status
7 th March 2006	1.0	Approved by the Governing Body
Revision Date		
7 th July 2009		Approved by Policy & Standards Committee