

Hooke Court School Anti Bullying Policy

Definition of Bullying

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is considered to be:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves against

Bullying can take many forms, but three main types are:

- Physical – hitting, kicking, taking belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious emails or text messages on mobile phones

Name calling is the most common direct form. This may be because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, nationality or colour; sexual orientation; or some form of disability.

Aims and Objectives of this policy

- All teaching and non-teaching staff, pupils and parents need to have a thorough understanding of bullying
- All teaching and non teaching staff need to have an agreement on good and bad practice when dealing with bullying
- All teaching and non-teaching staff, pupils and parents should know what the school policy is on bullying, and follow it when bullying is reported or arises
- Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated

Signs and Symptoms

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
doesn't want to go on the school minibus
begs to be driven to school
changes their usual routine
becomes 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becomes withdrawn anxious, or lacking in confidence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, has nightmares or wets the bed

feels ill in the morning
begins to do poorly in school work
comes home with clothes torn or books damaged
has possessions which are damaged or " go missing"
asks for money or starts stealing money (to pay bully)
has unexplained cuts or bruises
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 or over secretive when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and should be investigated.

Implementation of the Policy

- All staff need to know what to do when an incident is reported. They need to act consistently.
- All staff need to be clear what sanctions are for bullying and in what circumstances they will apply. Strong sanctions such as exclusion may be necessary in cases of severe and persistent bullying.
- The policy will be promoted during assemblies, stories and role play
- Direct action should remind pupils that all forms of bullying are unacceptable and will not be tolerated. Damage, injury or theft and other incidents demand a serious response.
- Parents will be involved within the early stages and police may be involved as necessary.
- Accurate records of incidents will be kept, the schools response, to help with proceedings and to protect the school from legal action.
- It is essential to follow-up after an incident to check that the bullying has not started again. This should be done within about two weeks, and again within the following half term.
- Immediately after intervention, the bullying is likely to stop. However, research shows that bullying can be very persistent and may recur. If pupils expect follow-up, they are unlikely to start bullying again.

Procedures

- Reported bullying incidents will be recorded and witness statements taken. If appropriate parents will be informed
- In serious cases when parents are informed they will be asked to come in to school for a meeting to discuss the problem.
- The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.

- In more severe cases measures used to stop bullying may include
 - Removal from the group (in class);
 - Withdrawal of break and lunchtime privileges;
 - Withholding participation in any school trips or sports events that are not an essential part of the curriculum;
 - Fixed period exclusion

An attempt will be made to help the bully/bullies change their behaviour.
Victims of bullying will be given assertiveness advice and training.

Outcomes

The bully/bullies will be asked to apologise. Other consequences will take place.

If possible the pupils will be reconciled

After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- Writing a set of school rules
- Assertiveness training
- Signing a behaviour contract
- Read and write stories and poems about bullying
- Have discussions about bullying and why it matters

Monitoring

It is essential staff monitor the policy and review annually.

Bullying outside a school's premises

A school's anti-bullying policy should encourage pupils not to suffer in silence. Where a pupil tells of bullying off the school's premises, a range of steps could be taken:

- Talk to the local police about problems on local streets (if necessary seek a police presence at trouble spots);
- Talk to the transport company about bullying on buses or trains;
- Talk to the head of another school whose pupils are bullying off the premises;
- Map safe routes to school, and tell pupils about them (software available from Map IT Ltd 01487 813745);
- Talk to pupils about how to avoid or handle bullying outside the school premises.