

GRIMSDELL

MILL HILL PRE-PREPARATORY SCHOOL



ANTI – BULLYING POLICY

Effective November 2011

To be reviewed Autumn 2012

Statement

At Grimsdell we are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. Through our Behaviour Policy and effective reward systems many of the outcomes set out in Every Child Matters, A Change for Children document are achieved. Bullying of any kind is unacceptable at our school. If bullying does occur, all children should be able to tell someone and know that incidents will be dealt with promptly and effectively..

Aims

The aims of this policy are:

- a. To help staff and pupils to deal with bullying when it occurs
- b. To assist the School in taking all reasonable steps to prevent bullying occurring in the first place. It is this second aim which we consider to be the of utmost importance.
- c. To comply with the School's duties under the Equality Act 2010.

This policy has regard to the DfE guidance on the prevention of bullying which is contained within the publication *Preventing and Tackling Bullying* (DfE-00062-2011). The School's Anti-Bullying policy is sent to parents of all pupils and prospective pupils and is additionally available on the School's website. The policy is also available in hard copy, upon request to the School Office. In addition, a copy of the policy may be inspected at any point in the School day in the School Office. This policy can be made available in large print or other accessible format if required.

Objectives

- All teaching and non-teaching staff, children and parents should have an understanding of what bullying is.
- All teaching and non-teaching staff should know what the school policy is, and follow it when bullying is reported.
- All children and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- Bullying will not be tolerated at any level, and any incidents that could be interpreted as bullying are dealt with immediately in the appropriate manner.

This policy will also apply to bullying behaviour outside of the School of which the School becomes aware.

What is Bullying?

Bullying is any intentional behaviour that physically, verbally or indirectly hurts or injures another individual; that threatens or frightens; that is demoralising or humiliating; that psychologically hurts or injures. It includes:-

- Using demeaning, racial, religious, cultural, sexual, sexist and homophobic names or language, or that related to special educational needs and disability, which may cause upset to others
- Making intentionally hurtful, upsetting or distressing comments about another individual's or group's racial, ethnic, cultural or linguistic background, religious beliefs, sexual orientation, home circumstances, or that related to a person's gender or gender reassignment, or pregnancy or maternity
- Making intentionally hurtful, upsetting or distressing comments about one or more individuals with a special educational need or disability or learning difficulty or health or appearance
- Picking on an individual or group
- Pushing, punching, hitting or any physical violence
- Talking to or touching someone in a sexually inappropriate way
- Teasing or mocking
- Spreading rumours
- Deliberately ignoring or avoiding and/or encouraging others to do the same; exclusion
- Repeatedly putting an individual/or group down
- Threatening behaviour
- Taking and/or damaging property
- Placing a victim in a position where they cannot defend themselves
- Cyber bullying – malicious, upsetting, repeated emails, photographs, texts and/or other messages or postings sent direct to, or about, an individual. Cyber bullying may involve the use of mobile telephones, email, internet messaging services (such as MSN), social websites (such as FaceBook, My Space, and Bebo), and other technologies and applications which may be developed and become available in the future.

Why is it Important to Respond to Bullying?

- Bullying hurts and it inevitably results in pain and distress. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Pupils who are bullying need to understand and acknowledge the negative impact of their actions.
- Whilst bullying can take many forms, all bullying must be viewed as very serious, not least because bullying has the potential to cause psychological damage and even suicide.
- Bullying is not, in itself, a specific criminal offence. However, there are criminal laws which apply to harassment and threatening behaviour.

- For all of these reasons, bullying is something which cannot and will not be tolerated within the School community and the School is firmly committed to preventing all forms of bullying.

The Head teacher will

- Ensure that all staff have an opportunity of discussing strategies to prevent bullying and reviewing them
- Determine the strategies and procedures
- Discuss development of the strategies with the Senior Management Team and other members of staff
- Ensure appropriate training is available
- Ensure that the procedures are brought to the attention of all staff, parents and pupils
- Review the records of incidents of bullying to enable patterns to be identified and to evaluate the effectiveness of the School's approach
- Report annually to the governing body (through the Governors' Pastoral Committee)

All staff will

- Know the policy and procedures
- Take action to reduce the risk of bullying at times and in places where it is most likely
- Deal with incidents according to this policy

Prevention

In helping children to prevent bullying and promote an anti bullying message, the school may use a selection of the following methods:

- PSHE and RE lessons
- Circle time
- Assemblies
- Guest speakers to talk to parents
- Involvement of all members of the school community
- The Grimsdell Way
- Drama
- Stories / Literature
- Historical events and current affairs

The worst reaction to being told about bullying is to do nothing.

How do cases of bullying come to light?

- A member of staff notices that something is wrong.
- The victim tells a school adult.
- Other children tell a school adult.
- Parents contact the school.

Signs and symptoms

A child may indicate by signs or behaviour that he/she is being bullied. Teachers should be aware of these possible signs and they should investigate if a child:

- Is unwilling to come to school
- Becomes withdrawn, anxious or lacks confidence.
- Begins to do poorly in school work.
- Feels ill in the mornings.
- Has unexplained cuts or bruises.
- Becomes aggressive, disruptive or unreasonable.
- Stops eating.
- Is bullying other children.
- Is frightened to say what is wrong.

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

Who should I tell if I am being bullied, or if I think someone else is suffering from bullying?

- If you feel you are being bullied, or if you think that a friend or another pupil is the victim of bullying, you should discuss your worries with your parents or with another person that you trust. This may be your teacher as they have the main responsibility for your pastoral care, but others can also help:
 - Close friends
 - Teacher
 - Mrs Hurst (School Nurse)
 - Mr Dobson (Deputy Head)
 - Mrs Bennett-Mills (Head)
- The most important thing is that you do not allow yourself, or someone else, to suffer in silence. Your parents and all the staff at the School are there to listen to you and to help you.

As a Parent what should you look for?

- It is not always easy to identify that your child is being bullied but there are some indicators to look out for.:
 - Changes to usual routine
 - Unwillingness to go to school
 - Becomes withdrawn, anxious or lacking in confidence
 - Becomes aggressive, disruptive and/or unreasonable
 - Are themselves bullying siblings and/or other children
 - Stops eating

- Claims to feel ill on school mornings
 - Has nightmares and/or cries themselves to sleep
 - Bedwetting
 - Personal possessions and/or clothes are damaged or missing
 - School possessions are damaged or missing
 - Attempts to self harm and/or running away from home
 - Will not discuss behaviour/frightened
 - Gives improbable excuses for any/all of the above
 - Be aware of signs if you suspect your child of bullying others
- The above types of behaviour could indicate other problems but bullying should be considered and investigated.

If an incident of alleged bullying is reported:-

- All reports must be investigated, however minor, to ensure that a potentially serious case does not develop.
- The class teacher will talk to the pupil concerned, giving them time to explain, reassuring them that their allegation will be taken seriously and investigated. There may be a clash between the wishes of the pupil and the needs of the school with regard to confidentiality. However, from the outset, staff will make it clear that others may need to be consulted.
- All pupils involved, including witnesses if any, will be interviewed, as soon as possible.
- Class teachers will check any relevant history and/or background to the incident.
- In serious cases parents will be informed and if deemed necessary invited in to school to discuss the matter.
- If appropriate, all parties will be brought together to discuss the situation.
- As a result of the investigations and discussions, the Deputy Head will decide on the appropriate sanction.
- Appropriate support will be provided for the victim, including support from external services where appropriate.
- The motivation behind the bullying behaviour will be considered, together with whether external services should be used to tackle any underlying issues of the bully which contributed to the behaviour. If these considerations lead to concerns that the bully may be at risk of harm, the School's child protection procedures will be followed.

- An attempt will be made to help the bully (bullies) to change their behaviour. This will be through discussion with the pupil concerned, parents and Deputy Head
- The Class teacher or Deputy Head will complete a report and file in the pupil's record.
- The Child Protection Officer will check for regularity of any bullying to enable any patterns to be identified.

Sanctions:

- Each case will be dealt with on an individual basis and the punishment imposed will be dependant on the seriousness of the incident. The range of sanctions available to the School is set out in the **Behaviour Policy** document, which is regularly reviewed and updated, and copies of which are given to all parents. This document is also available on the School website. Pupils who are found to have been involved in bullying others can expect to have strategies put into place for behaviour modification after discussion with parents, although a stronger sanction may well be considered appropriate. In the worst case scenario, bullying could lead to permanent exclusion from the School.
- Disciplinary sanctions will be fairly, consistently and reasonably applied, taking into account any special educational needs or disabilities of the pupil and the needs of vulnerable pupils.

Last review: November 2011

By resolution of the Pastoral Committee of the Court of Governors

Signed Date
 Chairman of the Pastoral Committee of the Court of Governors