



Basildon CE Primary

Anti – Bullying Policy

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ANTI-BULLYING POLICY

Introduction

The school is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What is bullying?

Bullying is defined as the regular wilful, conscious desire to hurt, threaten or frighten another person, either by violence, physical intimidation, verbal abuse, or exclusion and isolation of the target person.

(see appendix 1 for definitions in more detail and appendix 2 for signs and symptoms)

Any form of bullying will not be tolerated. To ensure that the pupils are not a victim of, or a part of causing, bullying in school, we should:

- a) be open about the nature of bullying to the pupils and discuss it as part of the curriculum, encouraging pupils to report any incidents to school staff
- b) use our classrooms, work areas and school environment to make bullying difficult
- c) be on the lookout for pupils who are targets of bullying and offer support as necessary.
- d) report any incidents of harassment (with reference to race, gender or disability) to the appropriate bodies.

Procedures in case of bullying / harassment incidents

1. Pupils report incidents to staff (any incidents reported by pupils to lunchtime staff must be passed on to teaching staff);
2. Incidents should be recorded on the appropriate form, initially by the member of staff first involved and if not the class teacher, by the class teacher following investigation with all involved;
3. Completed forms will be kept in the Incident File located in the school office.
4. Pupils will be dealt with by the teaching staff according to the severity of the incident; all pupils involved will be given the opportunity, individually, to relate their part in any incident.
5. Reported incidents involving the same pupil(s) will be brought to the attention of senior staff, then the Headteacher and eventually to parents.

The Headteacher, through termly monitoring and staff meeting updates, will ensure that the procedures described in this policy are implemented.

Appendix 1

Definitions of Bullying

Defining bullying with Key Stage 1 children

It is bullying when people regularly:

- hurt others on purpose – especially by hitting and kicking
- say they will hurt other people
- tease others unkindly
- call people names
- take other people's things, spoil or throw them away
- say unkind things about others, whether true or not
- prevent others from joining in their work, play or group activities

It is not bullying when people:

- hurt others by accident
- don't know other people want to join in
- won't let other people have their own way
- ask others to wait their turn
- want others to go by the rules
- borrow or use other people's things without asking, especially if they do not realise the things are not for general use.

(Extract from 'Bullying Matters' published by Healthwise in association with NSPCC)

Defining bullying with Key Stage 2 children

It is bullying when people regularly:

- deliberately hurt others time after time, especially when people are unable to defend themselves
- tease others especially when the person getting teased begins to feel unhappy about it
- call others names, especially when the names are about how people look e.g. race, colour, appearance, culture, gender, ethnic origin, or any form of disability
- threaten that they will hurt others
- try to take other people's possessions or money by force
- demand that others give them money or possessions
- force others to do things they know they should not do
- hurt others physically
- spoil, damage, take or throw away other people's belongings
- leave people out of play, groups or other social activities deliberately or frequently
- exaggerate tales or spread rumours particularly when meaning harm to the person
- act maliciously towards others, openly or by stealth
- make offensive remarks or otherwise show that they are intending to hurt or dominate them.

It is not bullying when people:

- borrow things and forget to return them
- ask if they can join in
- call people by a name they are happy with
- hurt others accidentally
- give good reasons why others cannot be included in a group activity.

Appendix 2

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
- 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 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
- 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 & jumpy when a cyber message is received

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