



CHARD SCHOOL

ANTI-BULLYING POLICY

Date of last review:	March 2019
Date of next review:	March 2020

Aim

It is important to make it clear to all pupils and staff that bullying is always unacceptable. The school should be an environment in which pupils can flourish without fear and be free to develop their play and learning in a relaxed atmosphere with clear parameters of acceptable behaviour (See Behaviour Policy). Every pupil has the right to feel safe and happy at school and to be protected if he or she is feeling vulnerable. Everyone should be aware that bullying can cause psychological damage if it is allowed to continue.

Definition

Bullying is any kind of repeated behaviour by an individual or a group which intentionally makes another individual or group feel uncomfortable or threatened either physically or emotionally. Bullying can take many forms and is often caused by jealousy or motivated by prejudice against particular groups for example on the grounds of race, religion, culture, sex, gender, homophobia, special educational needs and disability, or because a child is adopted or is a carer.

The main types of bullying are:

- Physical – hitting; restraining someone if they wish to move away; kicking; taking, damaging or hiding possessions.
- Verbal – name calling; teasing; insulting; abusive remarks; writing unkind notes; mocking personal appearance or dress taste.
- Emotional – being unfriendly; ignoring or excluding someone; spreading rumours; looking at someone in an unpleasant way.
- Racial – racial taunts; graffiti; slogans or gestures.
- Religious – ridiculing people or making abusive comments because of their religion or faith.
- Cultural – discriminating against an individual on the basis of cultural differences.
- Sexual – unwanted physical contact; abusive comments relating to a person's sexuality.
- Homophobic – bullying motivated by a prejudice against lesbian, gay, bi-sexual or transgender (LGBT) people.

- Disability and SEN – excluding someone from activities because of their disability or Special Educational Needs; making unkind comments or calling someone names related to their disability.
- Cyber – using any electronic media such as email, text messages, social networking sites or voicemail to send messages intended to make the recipient feel threatened or uncomfortable.

Possible signs of bullying

Pupils who are being bullied often show changes in behaviour e.g. becoming more nervous than usual, seeking the company of adults, complaining of feeling ill, finding that their possessions are going missing. Their work may begin to suffer through lack of concentration or willingness to be seen to do well, and they may show reluctance to come to school.

Staff attitude

Staff at Chard School take all forms of bullying seriously and intervene to prevent incidents from taking place or developing. Teachers attempt to establish a climate of trust and respect for all. Aspects of anti-bullying are included in tutor group sessions and PSHE (Personal, Social and Health Education) lessons, assemblies and in curriculum lessons such as RS, English or Drama. Pupils must be encouraged to feel that they can tell any member of staff that they are being bullied, and that the member of staff will be prepared to listen to them, believe them and take quick but appropriate and sensitive action. Pupils should also be encouraged to tell staff if they feel that another pupil is being bullied.

Procedure when bullying has been alleged

In the first instance, a Class Teacher or Form Tutor will be the person most likely to deal with the incident. In the absence of the Class Teacher or Form Tutor, any allegations should be reported to the Head or Deputy Head, whether they occur at school or outside school. It is appropriate to make it clear to the bully that his or her behaviour, which has caused distress to the victim, is unacceptable and must stop immediately and to tell the victim that any form of revenge is unacceptable.

In dealing with the incident, staff must

- Take the problem seriously
- Investigate the incident
- Interview the victim and the bully separately
- Where possible arrange a meeting between them
- Interview witnesses if possible
- Decide on appropriate action

The action may include one or more of the following

- Imposing sanctions against the bully
- Providing support and advice to the victim
- Holding lessons, class discussions or assemblies about bullying
- Informing the parents of both the victim and the bully
- Informing staff about the incident and action taken

It is the responsibility of all staff to actively support children who are being bullied and to act in a supportive and confidential manner if a child approaches them with an allegation of bullying.

A clear, factual, written record must be kept of the incident, interviews and action taken. The Head should be informed. A log of the incident is to be kept with the Head in order to enable patterns to be identified and the full details are kept in the pupils' files.

If the bullying behaviour continues, the parents of both pupils will be informed and asked to come into school to discuss the matter with the Head and other staff. The Head will see the pupils separately or together. If the situation is still not resolved, then sanctions such as suspension or exclusions may have to be invoked.

Prevention

- Code of conduct – through the consistent promotion of behaviour that implicitly and explicitly recognises respect for person and property. This includes teachers ensuring that the mode of speech and behaviour deployed by pupils in the classroom is always appropriate.
- Curriculum – through PSHE, and within the programmes of individual subjects (including assemblies), to provide opportunity for children to develop social skills and an understanding and tolerance of others both through content of lessons and activities.
- Pastoral – through teachers actively monitoring the needs of their classes and responding to early indications of problems, and by vigilance during duty time, including playgrounds, toilets, changing rooms and other areas where bullying might occur.
- Classroom management – an orderly classroom reduces the potential for incidents leading to conflict.

Parents

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying should contact the Class Teacher/ Form Tutor or Head immediately. Parents have a responsibility to support Chard School's anti-bullying policy and encourage the child to be a positive member of the school.

Summary

It is the responsibility of everyone concerned with the school to ensure that bullying is not allowed at Chard School. Pupils and parents must feel able to approach staff to report instances of suspected bullying in the knowledge that their concerns will be taken seriously. Staff must be vigilant at all times, but especially at break times and lesson change when children are moving around the school. Staff should regularly use teaching methods that encourage cooperation between different groupings of pupils, so that pupils may extend their relationships beyond a small group of friends. The subject of bullying, why it happens, appropriate behaviour and ways of dealing with it are dealt with in PSHE.

The general issues of bullying and any specific concerns are raised at regular staff meetings and professional development days. Chard School staff are fully informed of the school's policy and periodic training is undertaken to increase staff awareness. It is the responsibility

of the school to recognise that both the victim and the bully will be in need of extra pastoral support following a bullying incident.