

Anti-bullying Policy

Approved by: Governing Board **Date:** 13/05/21

Next review due by: SEPTEMBER 2022

RATIONALE FOR A PHS ANTI-BULLYING POLICY

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students 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.

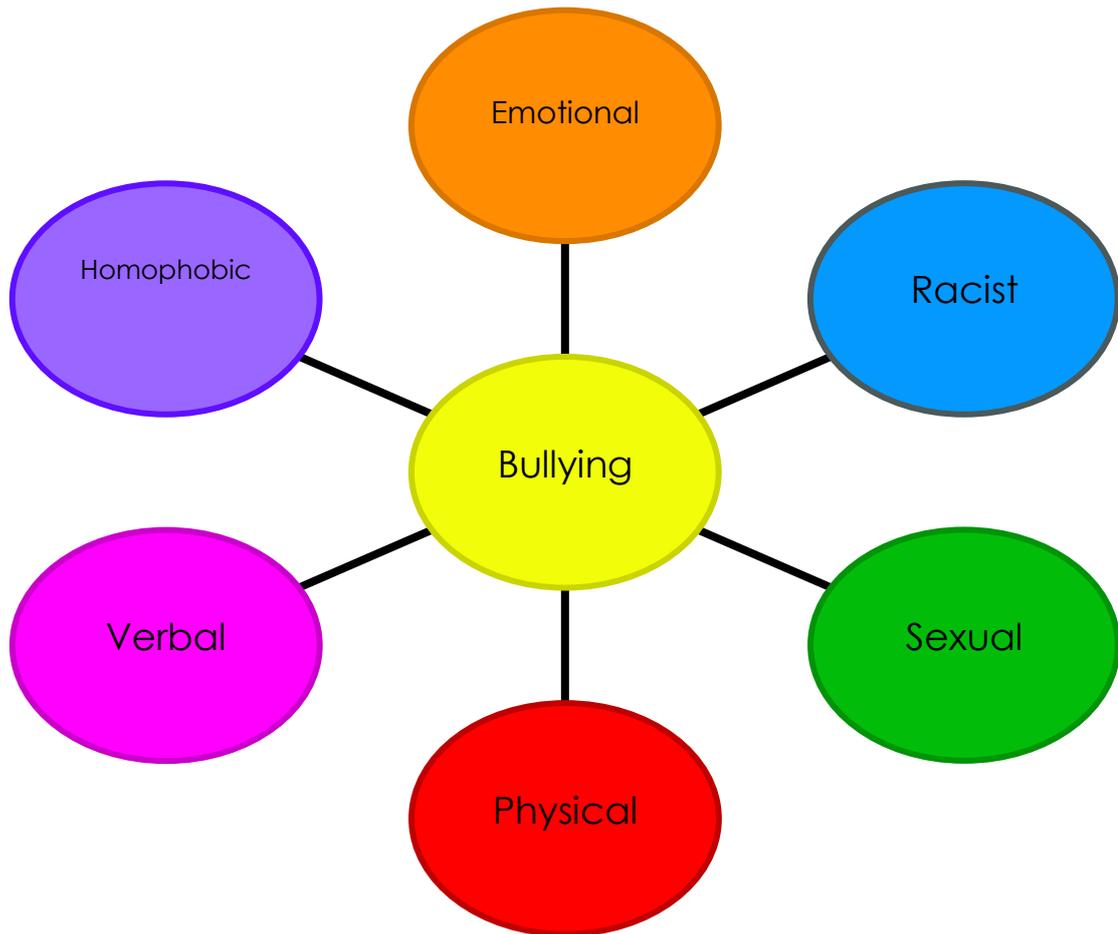
Objectives of this Policy

- All teaching and non-teaching staff, governors, students and parents should have a clear understanding of what bullying is.
- All teaching and non-teaching staff and governors should know what the school policy is on bullying, and follow it when bullying is reported.
- All staff, students & parents should know that bullying that occurs off-site – i.e. text messaging/emailing [cyber-bullying] will be treated exactly as if the offence had taken place in school.
- All students 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. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying of any description will not be tolerated.

What Is Bullying?

Bullying is repeated behaviour which is intended to hurt someone either emotionally or physically.

Bullying results in pain and distress to the victim.



Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, 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 - because of, or focusing on the issue of sexuality

Verbal - name-calling, sarcasm, spreading rumours, teasing

Why is it Important to Respond to Bullying?

No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Students who are bullying need support in changing their behaviour. Bullying hurts.

Schools have a responsibility to respond promptly and effectively to issues of bullying. A student may indicate by signs or behaviour that he or she is being bullied.

Signs and Symptoms to look out for

Signs & symptoms:

is frightened of walking to or from school

doesn't want to go on their school transport

changes their usual routine

is unwilling to go to school (school phobic)

begins truanting

becomes withdrawn anxious, or lacking in confidence

is nervous in delivering speech

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 go "missing"

asks for money or starts stealing money (to pay bully)

has unexplained cuts or bruises

is frightened to say what's wrong

stops eating

becomes aggressive, disruptive or unreasonable

is bullying other children or siblings

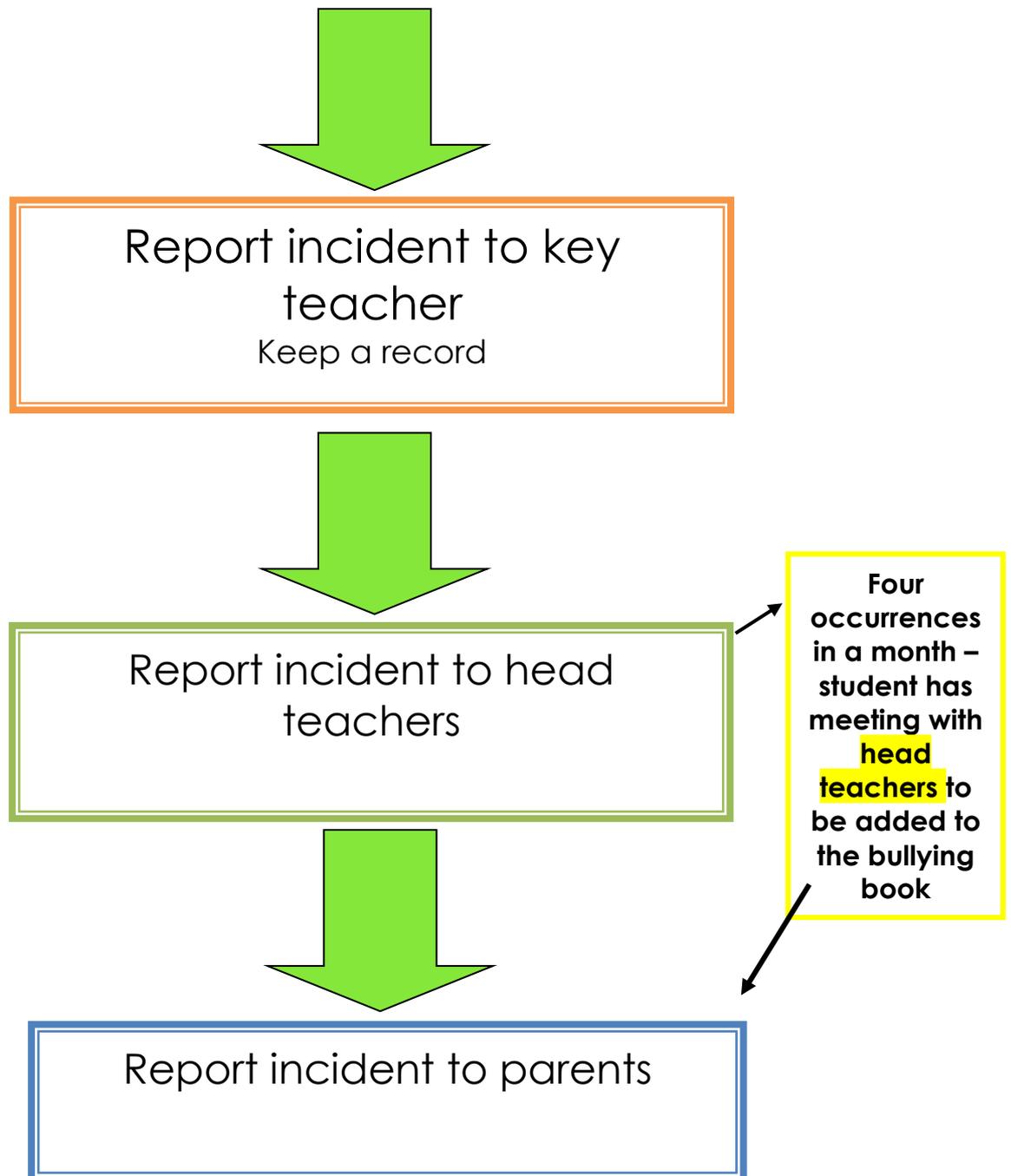
gives improbable excuses for any of the above

Our students have a range of special needs, they may find it very difficult to express their fears or worries, and they could be more likely to demonstrate their concerns non-verbally - i.e. through behaviour changes.

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

Procedures for Staff

Person who witnesses the incident logs it onto My Concern



Outcomes

Students will complete a reflection with a member of staff, to identify what they have done, what effects that behaviour has had and how they might have acted differently and to be present when their name is being entered

into the bullying book.

In serious cases, suspension or even exclusion will be considered.

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

In the case of cyber bullying, any offensive text messages and emails received by students should be copied to the school and these will be forwarded to the parents of the bully [ies] and, in serious cases, the police.

Prevention

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

- discussion and revision of the school rules
- the drawing up and signing of a behaviour contract
- learning about bullying in PHSE lessons and cyber safety in ICT
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- use of students' mobile phones is barred on the school premises, and phones must be handed in to the class teacher on arrival
- students are not allowed their own email addresses at school