



Anti-Bullying Policy

This policy was adopted on 13th June 2012

Signed on behalf of Emmanuel Community School

Review date: June 2013

A handwritten signature in black ink is positioned to the right of the text "Signed on behalf of Emmanuel Community School". The signature is stylized and appears to be written over a dotted line.

EMMANUEL COMMUNITY SCHOOL

ANTI-BULLYING POLICY

Statement of Intent

We are 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.

Statutory Duty of Schools

Under The Education and Inspections Act 2006, there are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- provides that every school must have measures to encourage good behaviour and **prevent all forms of bullying** amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents;
- gives head teachers the ability to ensure that pupils behave when they are not on school premises or under the lawful control of school staff.

What Is Bullying?

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.

Stopping violence and ensuring immediate physical safety is obviously a school's first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case.

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

Bullying can be:

- 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 focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

These are some ways children and young people have described bullying (Taken

from : The logo for ChildLine, featuring the word 'ChildLine' in a stylized font with a speech bubble, and the number '0800 1111' below it, accompanied by a telephone handset icon.

- being called names
- being teased
- being pushed or pulled about
- having money and other possessions taken or messed about with
- having rumours spread about you
- being ignored and left out
- being hit, kicked or physically hurt in any way
- being threatened or intimidated

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils 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. 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 / public bus
- 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 (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (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

Procedures

1. Children, parents, carers, report bullying incidents to staff
2. All incidents of bullying will be recorded by staff, using the school's bullying incident forms (available in the staff room). All bullying forms must be passed

onto the Headteacher, or, in the absence of the Headteacher, to the deputy Headteacher

3. The Headteacher will keep records of all bullying incidents and the school's response to these so that any emerging patterns can be noted
4. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
5. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
6. If necessary and appropriate, police will be consulted
7. All occurrences of bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
8. An attempt will be made to help the bully (bullies) change their behaviour

Consequences for bullying behaviour

A child who bullies another:

- will be asked to genuinely apologise
- may have to miss one or more break times
- may be sent to the Headteacher
- may have to miss a privilege such as going on a school trip or attending a school club
- may have their parents or carers informed about their behaviour
- may be excluded from school, either for a fixed term or permanently

How we will evaluate the effectiveness of this policy

- Analysis of parent/ carer surveys
- Analysis of pupil surveys
- Observations by staff of behaviour in the school
- Discussions with the school council
- Analysis of the school's year on year records of bullying incidents

Further Sources of Information

DfE resources:

DfE Behaviour and Discipline in Schools Guidance

<http://www.education.gov.uk/schools/pupilsupport/behaviour/f0076803/advice-forheadteachers-and-school-staff-on-behaviour-and-discipline>

[Make Them Go Away](#) (SEND DVD)

[Let's Fight it Together](#) (Cyber bullying DVD)

Legislative links:

Schools' duty to promote good behaviour ([Education and Inspections Act 2006 Section 89](#))

Power to tackle poor behaviour outside school ([Education and Inspections Act 2006](#))

Specialist Organisations:

[The Anti-Bullying Alliance](#) (ABA): Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

[Beatbullying](#): A bullying prevention charity with an emphasis on working directly with children and young people. In addition to lesson plans and resources for parents, Beatbullying have developed the Cybermentors peer support programme for young people affected by cyberbullying.

[Kidscape](#): Charity established to prevent bullying and promote child protection. Advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

[Restorative Justice Council](#): Includes best practice guidance for practitioners 2011.

Cyberbullying:

[ChildNet International](#): Specialist resources for young people to raise awareness of online safety and how to protect themselves.

Acknowledgements

This policy has drawn upon the work of Kidscape, ChildLine and the DFE's Preventing and Tackling Bullying-Advice for School Leaders, Staff and Governing bodies, 2011

Some Advice for Children from



How can I protect myself from being bullied?

The best way to protect yourself from being bullied is to tell someone so that you can get some help. If you try to fight back, you might make the situation worse or get into trouble yourself.

Here are some other ideas about how you can deal with bullying. Think about your situation, and what options might be best for you.

- Don't ignore bullying – it won't go away on its own and it may get worse.
- Tell someone you trust – such as a teacher, parent or friend.
- Remember – it's not your fault. No one deserves to be bullied.

I think sometimes I can be a bully, what can I do?

You have the choice to bully others or not to. It can be hard if everyone else is doing it and you would feel left out if you don't join in. It takes courage to step back from bullying. Bullying causes lots of misery for people, more than you might see.

If you find yourself bullying other people ask for help from someone you trust or call us. We won't judge you and you can talk to us about anything. If you can find other ways to feel respected you will find it easier to stop bullying others.

I'm too scared to go to school - what should I do?

No-one has the right to stop you from going to school. Your school has a duty to protect you from bullying and keep you safe. Try taking a quiet moment to talk to someone you trust and tell them about the problem. That could be a teacher or someone else you feel comfortable talking to. They can get in touch with your school and work out a way to help you.

What is bullying?

Bullying can mean many different things.

These are some ways children and young people have described bullying:

- being called names
- being teased
- being pushed or pulled about
- having money and other possessions taken or messed about with
- having rumours spread about you
- being ignored and left out
- being hit, kicked or physically hurt in any way
- being threatened or intimidated

If you are being bullied in person or online, then you might think that it's your fault - it isn't.

What is Cyber bullying?

Cyber bullying is when a person, or a group of people, uses the internet, mobile phones or other digital technologies to threaten, tease or abuse someone.

It's against the law to bully someone in this way and if someone is being mean or threatening you, something can be done to stop them.

