

Anti-Bullying Policy

Calder House School believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied. 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.

All institutions, both large and small contain pupils with the potential for bullying behaviour. This school has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is wrong and will not be tolerated.

What Is Bullying?

Bullying is aggressive or insulting behaviour by an individual or group, often repeated over a period of time that results in pain and distress to the victim.

It can be: -

- a. **PHYSICAL:** Punching, kicking, hitting, jostling etc.
- b. **VERBAL:** Name calling or making use of written notes
- c. **DAMAGE TO PROPERTY OR THEFT:** Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them
- d. **EXCLUSION:** Pupils may be bullied by being excluded from discussions or activities with those they believe to be their friends.
- e. **CYBER BULLYING:** via text messaging, e-mail, i-message, chat rooms etc.

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. At Calder House School we recognise that we have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All members of the Management Team (including the Governing Body), teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All members of the Management Team 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
- changes their usual routine
- is unwilling to go to school (school phobic)
- 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 unexplained cuts or bruises
- 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

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

Procedures

1. Children are to be encouraged to report bullying incidents to staff and know that the matter will be taken seriously and dealt with sensitively by all staff.
2. In cases of serious bullying, the incidents will be taken to the Head Teacher and recorded in the Incident Book
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a form tutor or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

Outcomes

1. The bully (or bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.



Prevention

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

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, class time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behavior.

Monitoring, evaluation and review

The school will review this policy bi-annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

This policy cross references with our e-safety policy with regard to cyber-bullying.

A child-friendly version of this policy is available: Our School's Anti-Bullying Policy (Pupils' Version).

This policy was last reviewed on 1 October 2017 and has been approved by Governing Body

