



*'We Care, We Share, We Believe, We Achieve'*

## **Anti-Bullying Policy**

All members of the Childeric School Community are committed to dealing with all forms of bullying and harassment. It is the right of every pupil to work, study and play without fear of bullying, harassment or victimisation. We will not tolerate any behaviour that prevents pupils from progressing and achieving at school.

### **What is Bullying and Harassment?**

Bullying occurs where someone knowingly commits an unwelcome act (either verbal or physical) towards an individual or group. Harassment is a form of bullying where the intention of the unwelcome act is to cause insult or injury for specific reasons connected to the recipient's identity.

Bullying and harassment may occur between pupils, between staff, from pupils to staff, or staff to pupils. In all cases it is profoundly hurtful, disruptive and not conducive to effective learning.

This policy deals with pupil to pupil incidents of bullying and harassment only. The Headteacher will investigate other incidents, following Lewisham LEA procedures where appropriate.

### **Some of the forms bullying and harassment may take:**

- Verbal harassment – name calling, insults, jokes, taunts, offensive language
- Threatening or abusive words (including telephone calls)
- Written harassment (including cyber-bullying and mobile phone misuse) – insults, jokes, taunts, letters, writing notes
- Graffiti on walls, books, desks, school bags, obscene gestures
- Vandalism of property
- Repeated, unfounded trivial complaints
- The wearing and displaying of offensive badges and insignia
- Bringing books, comics, or leaflets into the school which contain defamatory material
- Making comments, for example in classroom discussions, which defame
- Refusal to cooperate or work with other pupils
- Unprovoked physical assault or the threat of it
- Intrusion by pestering, spying, following
- Attempting to recruit others to organisations which aim to harass other people

- Physical or mental torment by individuals, sometimes with group support or by groups of pupils

Some incidents have particular root causes relating to factors which may include: physical appearance, colour, race, nationality, faiths, cultures or political beliefs, ethnic origins, gender, sexuality, disability(ies), sensory impairments or learning difficulties, amongst other things. These incidents constitute harassment.

The most appropriate approach in deciding if an incident involves harassment is to give importance to both the context in which the incident takes place and to the victim's perception of the perpetrator's motivation. School staff will not only deal with behaviour involved but in addition will challenge the underlying values of the perpetrator(s).

### **Responsibilities of the School:**

- To ensure that the school complies with the legal responsibilities contained in the LEA policy on bullying and harassment
- To ensure that the school policy on bullying and harassment is made known to all school staff, pupils, parents and governors
- To ensure that the intentions laid out in the policies are consistently implemented by all adults working in the school
- To establish procedures to ensure that all incidents of harassment are dealt with fairly and consistently
- Have a clear procedure in place for logging incidents which is easy to use, accessible to and understood by all adults working in the school
- To ensure that all school staff have the opportunity to receive training on appropriate methods for dealing with incidents of bullying and harassment
- To ensure that there is sufficient and suitable curriculum coverage of the issues around bullying and harassment, through PSHCE
- To establish support systems for all pupils who are involved in incidents e.g. peer counselling
- To keep parents/carers informed of any incidents of bullying and how they have been dealt with
- To monitor incidents and be fully informed about the incidence of bullying and harassment in school, especially in the case of persistent patterns of bullying
- To report to governors on the situation with regard to bullying and harassment and to inform them on the effectiveness of measures being taken to combat this
- To ensure an ethos in school where pupils feel safe and confident that if they tell an adult about an incident, it will be dealt with and not ignored
- Annual consultation with School Council and staff on the policy and its effectiveness
- To use display material both in class and around the school to create an environment which reinforces the values which underpin equal opportunities and promote mutual respect
- To plan whole school events (assemblies, performances, school visits) to regularly revisit the themes of celebrating diversity and respect for each other to support the intentions of the anti-bullying policy
- Make clear the systems for playtime which minimise the likelihood of clashes between pupils such as football rotas

- To ensure, where possible, the safety of children and staff by removing children who show bullying behaviour from the school playground when necessary
- Annually elect the School Council for pupils to share in discussion about appropriate responses to bullying
- Display school rules prominently in class and around the school

### **Where it is reported that bullying has taken place:**

- All pupils and adults involved will be given the opportunity to give their version of events without interruption
- Events will be recorded and it will be made clear that the behaviour is not acceptable and contravenes the school's agreed policy
- If appropriate, there will be the opportunity for restorative justice
- If appropriate Learning Mentors/Outreach Workers will work with victims/perpetrators
- Sanctions for the behaviour will be clearly put in place after the incident

### **There may be any of the following, according to the incident:**

- Verbal warning
- Withdrawal from playground for a period of time
- Sent to Assistant Head / Headteacher
- Letter sent home to parent/carer advising that their child has been involved in a serious incident
- Verbal apology to victim/victim's parents/carers
- Written apology to victim/victim's parents/carers
- Loss of privileges
- Contacting/meeting with parents/carers.
- Fixed term exclusion (for repeated offences)
- Permanent exclusion (in very extreme cases)

### **Responsibilities of parents/carers:**

- To ask for information on the school's anti-bullying and behaviour policies
- To sign the home/school agreement, and abide by that agreement
- To work in partnership with the school on encouraging positive behaviour, valuing differences and promoting a sensitivity to others
- To be alert to and inform the school about significant behaviour changes and signs of distress in children
- To discuss regularly with their children their feelings and anxieties about school work, friendships and relationships
- To inform staff of changes in individual pupil circumstances which may affect the ways in which pupils respond to school life
- To alert staff to information reported by pupils on incidents or any concerns arising about other pupil's behaviour and attitudes

**Parents/carers are asked not to challenge any incidents of bullying and harassment directly, that may be observed in the playground or reported to them by others, but to contact the Headteacher as soon as possible.**

### **Responsibilities of pupils:**

- To not become involved in bullying incidents or be a bully
- To be aware of the school's ways of dealing with incidents of bullying and the kinds of support available
- To tell a member of staff if they think bullying is taking place
- To talk with their parents or carers about their worries
- To support pupils who may be subjected to bullying
- To value pupil differences and treat others with respect
- To be particularly alert in places around the school where there is less adult supervision such as in the playground, toilets, corridors and on the stairs
- To work with other pupils in helping the school to deal with bullying efficiently such as through the School Council and talking to ambassadors
- To encourage teachers to discuss bullying issues in the classroom using, for example, stories, poetry, surveys and role play activities
- To contribute to class assemblies, which may tackle this issue
- To provide good role models to younger pupils and to support them, if bullying occurs
- To keep their parents and carers informed about activities, both in and out of school
- To report honestly about any incidents of bullying they have seen when questioned

### **Useful Websites**

**<http://www.bullying.co.uk>**

Bullying Online includes help and advice for pupils and parents, latest news, legal advice, etc.

**<http://www.bbc.co.uk/education/bully/>**

BBC Education Bullying survival guide.

**<http://www.childline.org.uk/>**

ChildLine UK site.

**<http://www.kidscape.org.uk/kidscape/>**

Kidscape site.

**<http://www.nspcc.org.uk/>**

NSPCC site.

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