



Anti- Bullying Policy: to be read in conjunction with the Behaviour and E-Safety Policies

Rationale

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, which means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the use of behaviour with the intention of hurting another person on repeated occasions. An incident which happens on a single occasion will be dealt with using the Behaviour Policy.

We recognise that 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, suggestive or sexually abusive comments
 - Homophobic using the term 'gay' in a negative context is unacceptable eg. the use of the word in slang to suggest that something or someone is bad
 - Verbal name-calling, sarcasm, spreading rumours, teasing
 - Cyber Misuse of technology, eg. internet usage, phones, messaging, camera & video facilities
- Further clarification can be found in the e-safety policy.

Prevention

Staff, Governors, parents and pupils are aware of the definition of bullying, what bullying involves and what to do if they become aware of bullying.

Parents are reminded of the seriousness with which the school takes incidents of bullying, through annual distribution of an anti-bullying leaflet. In this document, signs of bullying are listed and support websites and books are recommended. Parents are also clearly reminded that they should never speak directly to another child or their parent on the issue for alleged bullying as this can lead to more conflict.

Pupils receive a child-friendly copy of the anti-bullying leaflet, which was written in consultation with the Barlby Parliament and updated by The Junior Leadership Team in 2018. Pupils are reminded of what to do if they or a friend are being bullied and they can discuss these issues with any adult.

Procedures

1. Report bullying incidents to senior members of staff, who will record incidents and decide upon next steps.
2. Parents should be informed and will be asked to come in to a meeting to discuss the problem
3. If necessary and appropriate, police will be consulted

4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour
6. Parents will be kept updated and are encouraged to stay in regular contact to review the situation

Outcomes

1. Parents of the perpetrator will be involved as soon as an incident has been identified
2. The bully (bullies) may be asked to genuinely apologise. Other consequences may follow
3. Consequences such as loss of playtime; report cards and/or internal exclusions will be considered
4. In serious cases, a fixed term exclusion will be considered
5. If possible, the pupils will be reconciled
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Reviewed – Spring 2018

To be reviewed – Spring 2019

