



Anti-Bullying Policy

Adopted by Governing Body: 13.06.12

Reviewed by Governing Body: 11.05.21

Cycle of Review: 3 years

Statutory Policy: No

WHAT IS BULLYING?

Bullying is when someone deliberately keeps doing or saying things to hurt another person. The intention of bullying is always to hurt or upset someone. This can be face to face or on-line.

BULLYING CAN BE:

Targeting of someone because of race, sexual orientation, gender, disability and/or vulnerability.

Bullying is unacceptable behaviour, which makes the person being bullied feel afraid or uncomfortable.

PHYSICAL – hitting, punching, kicking

VERBAL – name calling, insulting, constant teasing, racist or sexist comments, threatening, demanding money

EMOTIONAL – spreading rumours about someone, leaving someone out of activities, taking or hiding belongings

SEXUAL – unwanted physical contact, abusive comments

ONLINE /CYBER – posting on social media, sharing photos, sending nasty text messages, social exclusion.

INDIRECT - Can include the exploitation of individuals.

WHAT WILL THE SCHOOL DO?

At Pitcheroak School staff, parents, carers and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying behaviour and to deal with incidents quickly and effectively.

Opportunities will be given in meetings to discuss concerns and incidents of bullying behaviour that have been recorded or brought to the attention of staff by the victim, their friends, their parents/carers or other interested people.

Our emphasis is always on a caring, listening approach as those who engage in bullying behaviour are often victims too – therefore exhibiting bullying behaviour. Therefore the school will:

- Discuss the situation with the victim, this will require patience and understanding. Members of staff will **LISTEN, BELIEVE, ACT**.
- Identify the person(s) displaying bullying behaviour. Find witnesses if possible. Inform a senior member of staff.
- Discuss the situation with the person(s) displaying bullying behaviour. It will be made clear that bullying behaviour is not acceptable at Pitcheroak.

WHAT THE SCHOOL WILL DO TO PREVENT BULLYING

PSHE/C/S.E.A.L. and R.E. lessons, assemblies, class meetings and the school council will be utilised to reinforce the ethos that Pitcheroak is a 'telling' school where it is right and expected that pupils should have access to an adult, of their choice with whom they feel comfortable, to discuss personal difficulties such as bullying – whether it involves themselves or others whom they have witnessed bullying or experiencing bullying acts.

Pupils need to be reassured that this is the right and brave course of action.

A child friendly Antibullying Policy has been shared with all pupils and a copy is available on the website.

Within class-based sessions such as Circle Time and on an individual basis, work may well have to focus on supporting pupils to develop strategies that help them to learn the social skills necessary to deal with situations they find uncomfortable or distressing on the playground or in the classroom. Activities will be differentiated to meet the needs of all learners in the school and this may include a range of therapies and interventions.

WHAT STAFF WILL DO:

School staff will respond reassuringly and promptly when bullying is identified. There is a range of sanctions/consequences available to staff, the appropriate one in each individual case being determined in consultation with staff involved and members of the SLT. The choice of sanctions/consequences will depend on the result of an investigation of the incident and its context.

Sanctions/consequences will include a range of the following:-

- Referral to the SLT
- Implementation of the school's discipline procedures
- Discussion with the parents/carers of all pupils involved (victim and perpetrator)
- Withdrawal of activities/privileges
- Detention(s)
- Fixed term exclusion from the school
- A programme of support and remedial education/de-briefing designed to support both the victim and perpetrator

In order to identify incidents of bullying and the identities of those who display bullying behaviour at Pitcheroak we have agreed to carry out the following strategies:

- All staff will watch for early signs of distress in pupils.
- All pupils know and understand that they can/must tell a member of staff.
- All staff to Listen, Believe, Act.
- The Child Line telephone number to be displayed in school.
- Bullying incidents are recorded on our Sleuth system.

- Sleuth will also be used to track and identify patterns in bullying and targeted pupils.
- As part of the induction process, all new staff will receive a copy of the Antibullying policy.
- Heads of Departments and Class Teachers will talk to pupils about the strategies.

PARENTS AND CARERS

Parents and carers are important partners in the enforcing and disclosure of bullying and Pitcheroak will ensure that they are involved and listened to. Parents and carers can access and read this policy through the school website. Concerns with regards to bullying can be raised with all staff, but also through the complaints and grievance policy.

SAFEGUARDING CHILDREN

If staff consider that there may be Safeguarding Children issues, on investigation of any incidents of bullying, they must immediately inform the Headteacher or Senior Designated Person.

Confidentialities in investigations cannot and will not be guaranteed to pupils if there is a Safeguarding Children issue involved, although all staff will endeavour to protect the identities of anyone giving information which assists the investigation, provided they are not at risk themselves.

Please refer to:

Safeguarding Children Policy (including Child Protection)

Behaviour Policy

On-line safety Policy (previously E-Safety)

Complaints and Grievance Policy.