



Hollybrook Junior School Anti-Bullying Policy

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.

Objectives:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff, pupils and parents should know what the school policy is on bullying, and follow it when 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.

What is Bullying?

- 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
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Cyber - all areas of internet, such as e-mail, internet chat room misuse
mobile threats by text messaging and calls
misuse of associated technology, i.e. camera and video facilities

Signs and Symptoms

A child may indicate by signs or behaviours 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
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- Changes their usual routine
- Is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Starts stammering
- Runs away

- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Beings 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
- Has unexplained cuts or bruises
- Comes home starving (money/lunch has been stolen)
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous and jumpy when a cyber message is received

It is important to stress that these signs and behaviours could and very often do indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures:

If an incident of bullying is witnessed or reported it is important to report concerns to the class teacher, deputy head or head teacher.

Be available

Make it known that you are ready to listen. Provide immediate support.

Listen to the child

Ask the bullied child who was involved and how she/he is feeling. Make them feel safe.

Record

Ensure that the report is recorded; this helps the victim see that it is being taken seriously.

Respond

Responses must be calm and consistent. Ensure response is non-aggressive and provides a model of positive behaviour. Protect and support all parties while the issues are resolved. Warn those suspected, without blame, that the situation is being investigated. The bully and those who may have colluded should be encouraged to behave in a more acceptable way.

Follow Up

Monitor the situation and evaluate intervention. Observe behaviour as closely as possible: enlist help of the class teacher, lunchtime supervisors, TAs etc. Get the children involved in the bullying together for discussion of what has happened and to understand the seriousness of such behaviour. Contact the parents. Give both the victim and the bullying some ELSA time. Sensitivity is needed in dealing with both the victim and the bully if we are to work to change the bully's behaviour.

Policy written January 2018

Agreed by Governors

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