



Nancledra School



Anti-Bullying Policy

Reviewed: May 2024

Next Review: May 2025

Aims

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are exposed and addressed will pupils be able to fully benefit from the opportunities available at this school.

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'

Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils will be encouraged to report bullying in school to a member of staff.

School teaching and ancillary staff are alert to signs of bullying and will act promptly and firmly against it in accordance with school policy.

Statutory Duty of Schools

The Head Teacher has a legal duty under the School Standards and framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation – School

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the head teacher
- The head teacher will interview all concerned and will record the incident
- Class teachers will be kept informed
- Parents will be kept informed through fortnightly conversations until deemed not appropriate.
- Restorative measures will be used as appropriate and in consultation with all parties concerned.

Implementation – Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- Reassuring the pupil that the issue is recognised and will be acted upon
- Offering continuous support and protection if needed
- Restoring self-esteem and confidence through 1:1 and group work using the circle time model
- Informing and advising parents/carers on how to help support the pupil

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved and understanding the motivation
- Establishing the wrong doing and need to change
- Restoring self-esteem and confidence through 1:1 and group work using the circle time model
- Informing and supporting parents/carers to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Exclusion from certain areas of school premises and at certain times
- Minor fixed term exclusion (part of a day, lunchtimes or breaktimes)
- Major fixed term exclusion (one or more whole days)
- Permanent exclusion

Curriculum

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, class tutorial time, assemblies and subject areas (eg Social Media), as appropriate, in an attempt to eradicate such behaviour.

(See also Online Safety Policy)