



Anti-Bullying Policy

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ANTI-BULLYING POLICY

Tidemill School is 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 report incidents to a safe adult knowing that it will be dealt with promptly and effectively. Tidemill is a 'telling school'. This means that anyone who knows that bullying is happening is expected to tell the staff.

Objectives of this Policy

This aim of this policy is to ensure that all governors, teaching and non-teaching staff, pupils and parents:

- have an understanding of what bullying is;
- know what the school policy is on bullying, and what they should do if bullying arises.
- know that as a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- know that: Bullying will not be tolerated.

What Is Bullying?

Bullying is when an individual or a group of people with more power, repeatedly and intentionally cause hurt or harm to another person or group of people who feel helpless to respond. Bullying can happen anywhere - at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally.

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 or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Bullying is not:

- Single episodes of social rejection or dislike
- Single acts of nastiness or spite
- Random acts of aggression or intimidation
- Mutual arguments, disagreements or fights.

The school will deal with bullying by:

- Ensuring that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is.
- Making clear that a zero tolerance approach to bullying is in place in school.
- Encouraging children to report incidents without feeling they are telling tales.
- Stressing the role of the Bystander - the person who can intervene and help the situation. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene (Pepler). We encourage the bystander to get involved as opposed to watching and colluding any bullying they witness.
- Taking incidents seriously, investigating and if necessary, acting upon them quickly and fairly.
- Having a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom.

- Rewarding positive behaviour and relationships as outlined in our behaviour policy and through individual class reward systems.
- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events (such as Tidemill's Safe School Week) and through assemblies and PSHE/SEAL teaching.
- Teaching Tidemill's attitudes (appreciation, creativity, curiosity, empathy, enthusiasm, honesty, resilience and respect) so that they are widely adopted and any bullying stands out.
- Providing a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks.

When dealing with bullying staff will:

- Respond sensitively
- Fully investigate the incident ensuring any bullying has stopped.
- If appropriate, facilitate a meeting between the victim and the perpetrator to demonstrate how bullying affects the lives of victims.
- Sanction the perpetrator with a Rule Reminder in accordance with Tidemill's Positive Behaviour Policy. Any further incidences will trigger a Behaviour Plan.
- Contact the parents of both the victim and the perpetrator to explain any concern and how it was addressed.
- Record all incidents of bullying or possible bullying on the school's management information system (Arbor).
- Where appropriate liaise with members of Tidemill's Inclusion Task Group (Special Educational Needs Co-ordinator, Family Liaison Officer, Place2Be Manager and Enrichment Leader) to provide additional targeted support to the victim/perpetrator including playground timetables and counselling.
- In more serious cases of peer on peer abuse*¹, involve the Designated Safeguarding Lead who can refer the matter to outside agencies in accordance with the school's Child Protection Policy.

Further Guidance for Children:

- If you do not like how you are treated, tell them to stop.
- If they do not stop, report it to a safe adult. (You are being bullied!)
- Do not copy the behavior of the bully.
- If you see someone being bullied, report it to a safe adult.

Further Guidance for Parents:

- Listen to your child and look out for any changes in behaviour: this could include loss of appetite, aggression or becoming withdrawn and being unwilling to attend school.
- Try not to overreact.
- Tell your child that bullying exists and it is not their fault.
- Check all the facts - is it bullying or friendship problems, which may resolve naturally?
- Talk about possible strategies for your child to use - try the websites listed at the end of the policy.
- Encourage your child to tell a teacher.
- If the situation is serious, contact the class teacher yourself.

¹ 'This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/hazing type violence and rituals. (Annex A: Keeping Children Safe In Education)

Signs and Symptoms:

A child may indicate by signs or behaviour 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
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins 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 (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when an online message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

For further information or support on bullying including online bullying visit:

www.childline.org

www.nspcc.org