



BOURNVILLE ANTI BULLYING POLICY

Bournville 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. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We encourage pupils to report bullying. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

Aims

1. To make both pupils and staff aware of all the bullying that goes on in and around school.
2. To encourage all pupils to co-operate with each other
3. To make pupils feel happy about telling teachers about any bullying that goes on and to give them the skills needed to do this
4. To make pupils feel good about themselves and confident in many different situations
5. To reduce the amount of bullying that goes on
6. To help the victim of bullying
7. To change the behaviour of the bully
8. To make parents aware of the policy and provide guidelines on how to keep their child safe

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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 abuse comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing

Racist Bullying

This is any hostile or offensive action against people because of their skin colour, cultural or religious background or ethnic origin.

It can include:

- physical, verbal or emotional bullying
- insulting or degrading comments, name calling, gestures, taunts, insults or jokes
- offensive graffiti
- humiliating, excluding, tormenting, ridiculing or threatening
- making fun of customs, music, accent or dress of anyone from a different culture
- refusal to work with or co-operate with others because they are from a different culture

Parents, pupils, staff need to know that Racist bullying will not be tolerated.

Why is it important to Respond to Bullying of all kinds

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Objectives of this Policy

- 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 should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if 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.

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 truanting
- 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 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

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour
7. All incidents of racist bullying must be logged

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place
2. In serious cases, exclusion fixed or permanent will be considered
3. If possible, the pupils will be reconciled
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place

Prevention

Some methods we will use to help prevent bullying are:

- signing a behaviour contract
- having discussions and circle time activities about bullying and why it matters
- using assemblies to raise the issue of bullying
- training pupils to be mentors and mediate
- working with outside agencies e.g. police to raise bullying issues
- raising issues to do with bullying in key skills programme to include prejudice, direct/indirect discrimination stereotypes
- to encourage an ethos in the school which values and respects people from all cultural, ethnic and religious backgrounds

Approved by:.....

Signature:.....

Position:.....

Date:.....