

## **DENTON CP SCHOOL**

### **ANTI-BULLYING POLICY**

#### **Mission Statement**

It is our aim to create and sustain an environment in which everyone feels safe and secure. We will endeavour to ensure that all of our children understand what type of behaviour is deemed acceptable and appropriate. We will be vigilant and we will always listen to our children and explain the reasons for our actions in response to their concerns.

#### **Definition**

Bullying can be defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

The common types of bullying are:

- Physical (kicking, hitting, theft)
- Verbal (name-calling, racist remarks)
- Indirect (spreading rumours, excluding somebody from social groups)
- Cyber bullying (inappropriate phone calls including prank calls, inappropriate text messaging including through websites, social networking sites, instant messaging, chat rooms or emails, sending inappropriate or offensive images by phone, email or via the internet)

The emotional distress caused by bullying in any form can prejudice school achievement, lead to lateness or unauthorised absence and, in extreme cases, end with attempted suicide.

#### **Introduction**

We are alert to the possibility that bullying, whether by violence, intimidation, racial harassment or verbal abuse, may occur. There is no doubt that such behaviour causes great unhappiness to the child who is the victim.

If bullying is detected it will be dealt with effectively and promptly. The child/children involved will be made aware that bullying is unacceptable, uncaring and an anti-social way of treating other people. Agreed procedures for managing pupil behaviour will then be followed.

## **Anti-bullying Strategies**

We will use the following checklist in dealing with bullying, remembering that in dealing with the victim it will be necessary to involve the parents.

In dealing with the victim, staff will:

- Provide a quiet area where the child is able to talk
- Record what happened
- Give clear advice on how to react to/report incidents
- Give support
- Keep parents informed
- Follow up the child's and/or parents' concerns
- Handle any confidential information with sensitivity

In dealing with the bully, staff will:

- Gather evidence, ensuring that all sides are listened to carefully
- Be firm about any wrong done
- Impose sanctions in line with behaviour management procedures
- Report the incident to the Head Teacher/Deputy Head Teacher
- Keep parents informed

The Head Teacher may:

- Discuss the incident with the Chair of Governors
- Use exclusion procedures
- Involve outside agencies

## **Monitoring**

Monitoring by a member of staff identifies progress and enables follow-up, showing whether the policy really is effective. It also serves to clarify under what circumstances records should be used, how long they should be kept and who should have access to them.

## **Evaluation**

The school will use data from monitoring and feedback from staff, families, pupils and governors provide, to review and update the policy regularly. We believe it is important for the policy to have the following effect:

- Staff are more vigilant and responsive to bullying
- Fewer pupils report being bullied or that they bully others
- More pupils say they would not join in bullying someone else

- More pupils would tell a member of staff if they were being bullied

Sometimes all indicators are positive, sometimes results are mixed; all incidents of bullying are unique and will be dealt with accordingly. However, awareness-raising increases pupils' understanding of bullying and makes them more likely to report incidents. Awareness-raising will be enhanced through regular Anti-bullying/Friendship Weeks and weekly class-based Circle Time opportunities.

The implementation of this policy will be monitored by the Senior Management Team. This policy will be updated in line with new initiatives together with any streamlining of school processes.

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Denton CP School

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