Federation of Yatton Schools Anti-bullying Policy

Document Information			
Reviewed by:	PQA	**Responsibility:**	PQA
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Review Cycle:	Biennial	**Ratified by FGB**	Not required
Signature (FGB)	Not required	**Signature (Head)**	Not required

Contents

What is bullying?

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time.

Bullying makes those being bullied feel powerless to defend themselves.

Our Aims – Why we are against bullying?

'Every Child Matters'.......because:

- everyone has the right to feel welcome, secure and happy

- we should treat everyone with consideration

- if bullying happens it will be dealt with quickly and effectively

- it is important to tell someone

Bullying of any kind is unacceptable in our school.

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse.
  Mobile threats by text messaging and calls.
  Misuse of associated technology ie: camera and
  video facilities including those on mobile phones
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)
- Disablist (motivated by prejudice against disabled people; related to a perceived or actual disability or additional need)
- Faith-targeted or culture-targeted (behaviour fuelled by prejudice or hatred relating to a person's faith or religious beliefs or cultural beliefs)
- Transphobic (behaviour or language that makes a person feel unwelcome or marginalised because of their perceived or actual gender identity)

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;
- Is frightened of walking to or from school or changes route
- 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- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber message is received
- Gives improbable excuses for their behaviour.

What causes Bullying?

People bully for different reasons.
The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

How can we prevent Bullying?

The schools will foster a clear understanding that bullying, in any form, is not acceptable. This will be done by:

- Displaying the school's anti- bullying charter signed by the School Council
- Promoting a positive and inclusive whole school ethos
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence (SEAL).
- Displaying Helplines and their contact numbers (e.g. Childline, Kidscape)
- Providing a Worry Box where pupils can leave notes of incidents of bullying, if they feel they are unable to tell someone directly.
- Raising self-esteem for all pupils especially those involved in bullying
- Promoting peer buddy schemes
- Developing playgrounds with opportunities for constructive play
- Involving those who are bullied in the decision making process (Step 2 and 3) when dealing with incidents
- Supervising playtimes effectively
- Promoting and contributing towards national anti-bullying week
- Treating any incidents seriously and dealing with them immediately.
- Providing a programme of e-safety education for all pupils
- Celebrating diversity and equality – 'All Different, All Equal'.

Why is it important to respond to bullying?

Bullying Hurts!
Everybody has the right to be treated with respect.
Everybody has the right to feel happy and safe.
No-one deserves to be a victim of bullying.
Bullies need to learn different ways of behaving.

How we will respond to bullying
When responding to all incidents of bullying the school's response will aim to:

- Keep the potential target safe from bulling

- Change the behaviour of bullies to promote pro-social relationships

The schools will respond by following the Pathways of Help shown below. Records of all

incidents will be kept by adults at each point and communicated to the Head teacher if

bullying continues.(Step 3,4 and 5)These will be held in the Behaviour Log or File.

Identity based bulling will be reported and dealt with in accordance with the North Somerset

Policy.

Monitoring and Evaluation

- All behaviour issues including bullying are discussed weekly in the leadership meeting.

- All behaviour incidents are reported to the Full Governing Body through the Head teacher report on a regular basis.

- Annually this data will be reviewed by the leadership to establish the effectiveness of the policy and make changes as appropriate.

Links to other Policies

Safeguarding Policy, Single Equalities Policy, Behaviour Policy, North Somerset Identity Based Bullying Policy.

Support Agencies

Anti-bullying Alliance **- the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues**

www.anti-bullyingalliance.org.uk

Kidscape
www.kidscape.org.uk
02077303300

Childline – advice and stories from children who have survived bullying
08000 1111

Bullying on line
www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk
08088002222

Parents Against Bullying
01928 576152

Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety   www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents

PATHWAYS OF HELP   Child is bullied
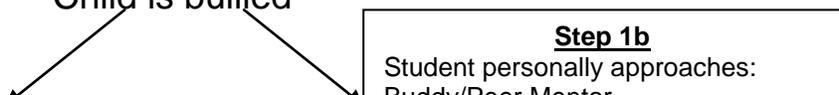
Step 1b
Student personally approaches:

Step 1a

Self referral by student using a
'worry box'

Step 2   Student meets with class teacher

Discussion on the facts
Suggested ways forward
Short review time

If continues

Step 3   Student meet with Headteacher

Discussion/Interview with all parties
Will use: suggested and agreed actions/strategies
Parents informed
Short term review

If continues

Step 4

Headteacher

Directs to a variety of help strategies delivered by 'trained' personnel eg.

- Behaviour Improvement Team
- Mediation/counselling with Learning Mentors
- Peer Mentor/Buddy support
- Circle of friends

If continues

Step 5

Headteacher and Chair of Governors and inform/seek advice from the Vulnerable Learners Service, Education Welfare Officer and or Equality and Diversity Team.