

DHEKELIA PRIMARY SCHOOL

ANTI BULLYING

POLICY

At Dhekelia School, we are 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 tell someone and know that incidents will be dealt with promptly and effectively. We are a 'telling' school. This means that anyone who knows that bullying is happening is expected to tell the staff.

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

Why is it important that we respond to bullying?

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.

We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this policy

- All teaching and non-teaching staff, pupils, parents and members of the School Governance Committee (SGC) have an understanding of what bullying is
- All teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents 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

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults are aware of these possible signs and know that they should investigate if a child:

- is frightened of walking to or from school
- does not want to go on the school bus
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn, anxious, lacking in confidence or has no one to play with
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares; uncharacteristic bed wetting
- feels ill in the morning or has a sudden unexplained illness
- school work begins to deteriorate
- comes home with clothes torn or books damaged
- has possessions or money go 'missing'
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- comes home hungry (lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above

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

If a child discloses that they may have been bullied, a responsible person must be informed quickly, and they in turn must deal with the problem immediately. The following steps should be taken:

1. Talk to the child being bullied in a quiet private one to one setting, out of earshot of other children.
2. Assure the child you will do your utmost to get the bullying stopped.
3. Ascertain the full story with as many details as possible, who, when and what - (Make written notes).
4. Inform the child that to get the bullying stopped it is going to be necessary for the adult to confront the bully with their unacceptable actions and that they may in turn have excuses for what they have been doing.

5. Explain to the child that they need to be honest with you, that they have not themselves contributed to the bullying, by teasing or name calling the bully who has responded accordingly.
6. Next talk privately to the bully - without the accuser being anywhere near - confront them with the accusations - See what story they have to tell. (Make written notes.)
7. Judgements then have to be made over how much responsibility the bully and the bullied are attributed from the evidence you have heard. Seek views of other connected children.
8. Parents will need to be informed. Seek advice/information and support.
9. Next step would be to bring both parties together. The aim should be to empower the bullied child to share their feelings with the bully. The bully should be told firmly, to stop immediately and the victim should be told to report any further occurrences of any kind, verbal or physical to an adult (school and home all aware.) The bully should be clearly informed of the consequences if he/she continues to act in this way.
10. All staff informed of any suspected bullying through playground book/staff/phase meetings as appropriate in order that careful monitoring may occur.

The situation should be reviewed with the parents and children, (close partnership is essential) if cases of bullying are to be resolved.

In addition, issues concerning bullying should form part of Circle Time, and both phase and whole school assemblies.

Procedures

1. Report bullying incidents to staff.
2. In cases of serious bullying, the incidents will be recorded by staff (book kept in office).
3. In serious cases parents of all involved parties will be informed. They will be asked to come 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. Confidentiality will be adhered to as appropriate to children's needs.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place (see sanctions in Behaviour Policy).
2. In serious cases, temporary or permanent exclusion will be considered.
3. The child who is bullied will be given the opportunity to talk about the incidents and helped to deal with the situation.
4. If possible, the pupils will be reconciled.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We use methods for helping children to prevent bullying. As and when appropriate, these include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-play situations
- having discussions about bullying and why it matters
- circle time
- assemblies
- school council

Supervision of pupils: Bullying is most likely to occur during playtimes – particularly the longer break – which are unstructured times of the day and involve large numbers of children.

Duty staff make sure that there is proper supervision at these times of the day through:

- Being positioned in such a way that all parts of the playground are supervised
- Patrol secluded areas e.g. toilets, doorways and cloakrooms
- Observe children play and friendship groups, noting who are alone, those who appear unhappy or those who are reluctant to leave adult company
- Investigate every incident or allegation of bullying
- Encourage children to use available play equipment and quiet areas

This policy should be seen as part of the school's 'Behaviour Policy'. It will be reviewed annually or sooner if necessary

Please also refer to the computing policy.

To be reviewed April 2018