



Ballaugh School ANTI-BULLYING policy

If a concern or issue relates to safeguarding or child protection then the Safeguarding and Child Protection Policy and its associated procedures ARE the primary policy until proved otherwise.

This policy has drawn on the “good practice” utilised by other establishments and Anti-Bullying advisory groups / charities.

Department of Education, Sport and Culture

Anti Bullying Alliance

www.bullying.co.uk

www.kidscape.org.uk

www.dcsf.gov.uk

Bullying behaviours are the opposite of our school's values of Courage, Compassion, Kindness, Honesty and Respect.

Revisions made in Sept 2021

**TAKE BULLYING AT FACE VALUE UNTIL
PROVEN OTHERWISE.**

Statement of Intent

We are committed to providing a caring, supportive and safe environment for all of our pupils so that they can learn as best they can. **Bullying of any kind is not acceptable.** If bullying behaviours do occur, all pupils should be able to tell (using our values; Courage, Honesty, Compassion, Kindness, Respect) 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.

THIS POLICY SHOULD BE READ IN CONJUNCTION WITH THE BEHAVIOUR POLICY

AIMS of this Policy

- All teaching and non-teaching staff, pupils, parents and governors **must** have a **shared understanding** of what bullying is.
- All teaching and non-teaching staff (including governors) **must** know what the school policy is on bullying, and follow it when bullying is reported.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

What Is Bullying?

Bullying is...

a range of **intentionally** harmful behaviour, either physical, psychological or both. **It can happen face to face, "behind someone's back" or online as easily as anywhere else.**

Bullying behaviour usually has the following four features.

1. repetitive and persistent — although sometimes a single incident from an individual, or group of individuals, can be part of a pattern and can be extremely threatening and intimidating.
2. It is intentionally hurtful — though occasionally the distress it causes is not consciously intended by all of those who are responsible.
3. It involves an imbalance of power, leaving someone feeling helpless to prevent it or put a stop to it.
4. It causes feelings of distress, fear, loneliness and lack of confidence in those who are at the receiving end.

Bullying can take many forms, including but not restricted to...

name-calling, taunting / trying to get someone to react;
mocking / making fun of;
making offensive personal comments;
making threats that intimidate and / or frighten;
creating situations in which someone feels ashamed, foolish, humiliated, or leads to the victim getting into trouble (peer pressure);
playing tricks and pranks;
spitting or other physical abuse;
pushing, jostling, or 'accidentally on purpose' bumping into someone;
hiding, damaging or taking belongings;

using online media, messages or emails to upset or harm;
spreading hurtful and untrue rumours;
encouraging others to carry out bullying behaviours;
Several of these behaviours plainly involve the use of words. Several, however, equally plainly, may be non-verbal, involving body language, gesture and facial expression.

Non-verbal behaviours can be just as hurtful and intimidating as those which involve abusive language.

Why is it Important to Respond to Bullying?

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

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

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied although many of the suggestions below can have other explanations. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- 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 to harm themselves or run away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins showing less progress in their learning
- comes home with clothes torn or damaged equipment
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- 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 a cyber message is received

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

Procedures - How we respond

UNDER NO CIRCUMSTANCES SHOULD THE INITIAL MATTER BE DEALT WITH IN FRONT OF OTHER CHILDREN.

1. Report bullying incidents to the headteacher, or in his absence, the Teacher in Charge.
2. The incidents will be recorded by staff and entered in a eLOG kept by the headteacher
The information recorded will include the following information –
Name(s) of all parties
Where the alleged event occurred
When the alleged event occurred.
Name of the member of staff that the incident was reported to.
Who (if anyone) the matter was passed to.
Actions taken
The child should be encouraged to talk to their class teacher, if appropriate, as they will liaise with the parent / carer.
3. Parents of the “aggrieved” will be informed by telephone when an incident is reported.
4. The bullying behaviour or threats of bullying must be investigated.
5. Allegations will be gauged against the school’s definition of bullying
6. An attempt will be made to help a child that has been engaged in bullying identify where their behaviour has come from and help them to change their behaviour.
7. Parents of a child that has been engaged in bullying behaviour will be informed and the incident discussed.

Outcomes

- 1) The child engaged in bullying behaviour may be asked to genuinely apologise.
- 2) If possible, the pupils will be reconciled.
- 3) The class of a child that has been deemed to be engaged in bullying behaviour will engage in “circle time” activities that discuss the impact of bullying. **NO NAMES WILL BE SHARED.**
- 4) In serious repeated cases, suspension will be considered.
- 5) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- 6) Parents will be informed in all cases.

Prevention

We will

- **Promote the school’s values**
- Take every allegation of bullying seriously
- Provide learning opportunities to enable children to understand the effects of bullying.
- Have discussions about bullying and why it matters.
- Add Bullying as an agenda item to School Council meetings when appropriate.

Curricular Implementation

The use of PSHE sessions and Circle Time to respond to incidents. Inclusion in e-Safety education will be used to help children learn about bullying and its consequences while

learning how to behave responsibly in the online environment. The school will engage in annual anti-bullying week activities.

Monitoring and Evaluation Arrangements

Bullying behaviours will be recorded in the school's behaviour and bullying log (held by the headteacher). If, by using the school's definition, the behaviour is deemed to be bullying then the procedures reported above **must** be followed. This policy will be used in conjunction with the Behaviour Policy.

The effectiveness of this policy will be gauged by...

Analysis the number of bullying events recorded each term.

Consulting pupils on their perceptions about Bullying at Ballaugh School

These actions will be carried out by the headteacher or delegated to a member of the SLT.

Next Review Sept 2022

Rude

If someone says or does something that is unintentionally hurtful, and they only do it once, they are being RUDE.

Mean

If someone says or does something that is intentionally hurtful, and they only do it once, they are being MEAN.

Bullying

If someone says or does something that is intentionally hurtful, and they keep on doing it, even if you ask them to stop, that is BULLYING.



- School staff **MUST** sign and date to acknowledge that this policy has been read and understood. Any questions, or queries, must be resolved with the headteacher.

Ballaugh School's Anti-Bullying Policy

[illegible]