




ANTI BULLYING POLICY

Document Title	ANTI-BULLYING POLICY
Revision Number:	3
Approved By:	Melanie Smith
Approval Date:	1 st June 2021
Review Frequency:	Annually
Review Due:	1 st June 2021

Approval Authorisation

Authorised By	
Melanie Smith:	<p style="text-align: center;"></p> <p>Signature:</p> <p>Print: MELANIE SMITH</p> <p>1st June 2021</p>



Anti-Bullying Policy

As a company we take bullying and its impact seriously. Children and parents should be assured that known incidents of bullying will be responded to.

Objectives of this Policy

- ✓ All staff, pupils and parents should have an understanding of what bullying is.
- ✓ All staff should know what our policy is on bullying, and follow it when bullying is reported.
- ✓ All children and parents should know what the policy is on bullying, and what they should do if bullying arises.

What Is Bullying?

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at our clubs is considered to be, “unacceptable behaviour which occurs **‘lots of times, on purpose’.**”

Bullying can be short term or continuous over long periods of time. Bullying can be:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	Pushing, kicking, biting, hitting, punching or any use of violence
Racial	Racial taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focusing on, the issue of sexuality
Direct or indirect Verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of the internet, such as email and internet chat Twitter, Facebook misuse. Mobile threats by text messaging and calls Misuse of associated technology, i.e. camera and video facilities, I- pad, games consoles’



Bullying may be related to:

- ✓ Race
- ✓ Gender
- ✓ Religion
- ✓ Culture
- ✓ SEN or disability
- ✓ Appearance or health condition
- ✓ Home circumstances, incl Young Carers and poverty
- ✓ Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, and cyberspace. It can take place in group activities.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another.

This can be achieved by:

- The size of the individual,
- The strength of the individual,
- The numbers or group size involved,
- Anonymity – through the use of cyber bullying or using email, social networking sites, texts etc.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others or may make them more likely to fall victim to the behaviour of others.

Why is it Important to Respond to Bullying?

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

Signs and Symptoms for Parents and Staff

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:

- ✓ 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,
- ✓ comes home with clothes torn or belongings damaged,
- ✓ has possessions which are damaged or "go missing",
- ✓ asks for money or starts stealing money,
- ✓ has unexplained cuts or bruises,
- ✓ comes home hungry (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,
- ✓ is afraid to use the internet or mobile phone,
- ✓ is nervous and jumpy when a cyber message is received,
- ✓ lack of eye contact,
- ✓ becoming short tempered,
- ✓ change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

Outcomes

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.

Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having.

The child displaying unacceptable behaviour may be asked to genuinely apologise (as appropriate to the child's age and level of understanding). Other consequences may take place. Eg a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes. Wherever possible, the pupils will be reconciled.

In serious cases (this is defined as children displaying an on-going lack of response to sanctions; that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices, a permanent exclusion from ESCO will be considered.

During and after the incident(s) have been investigated and dealt with, each case will be recorded on an incident reporting form and monitored to ensure repeated bullying does not take place.

Recording of Bullying Incidents

When an incident of bullying has taken place, staff must be prepared to record and report each incident. In the case of racist bullying, this must be reported to Melanie Smith.



All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

Advice to Parents

As the parent of a child whom you suspect is being bullied-

- ✓ Report bullying incidents to a member of staff.
- ✓ In cases of serious bullying, the incidents will be recorded by staff.
- ✓ In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
- ✓ If necessary and appropriate, police will be consulted.
- ✓ The bullying behaviour or threats of bullying must be investigated, and the bullying stopped quickly.
- ✓ An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Do Not:

- ✓ Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
- ✓ Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

For a copy of Kidscape's free booklets "*Stop Bullying*", "*Preventing Bullying*" and "*You Can Beat Bullying*", send a large (A4) self-addressed envelope (marked "Bully Pack") with 6 first class stamps to:

Kidscape
2 Grosvenor Gardens
London
SW1W 0DH,

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk