



ANTI-BULLYING POLICY

Date of last review:	November 2019
Date approved by Governing Body:	January 2020
Date of next review:	Spring 2023
Committee responsible for implementation and review:	FGB

The Federation of Bursledon Schools does not tolerate bullying of any sort. We believe that in order to learn and grow as successful individuals, children need to feel welcome, happy and safe at school. Everyone should therefore be given equality of opportunities and be treated with respect and consideration. We believe that it is important for any child to tell someone if they feel they are being bullied. All children will be listened to and any bullying issue will be taken seriously. Any incidents of reported bullying will be dealt with quickly and effectively until the problem is resolved.

What is bullying?

This Federation defines **bullying** as deliberate targeted action repeated over time. **Bullying** is behaviour which deliberately aims to hurt someone physically, emotionally or both. **Bullying** makes another person feel uncomfortable, distressed or threatened. **Cyber-bullying** is defined by the NSPCC as bullying that takes place online. Unlike **bullying** in the real world, online bullying can follow the child wherever they go, via social networks, gaming and mobile phone. **Bullying makes those being bullied feel powerless to defend themselves.**

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)

Signed.....Date.....
Chair of Governors

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 are the underlying possible causes of 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?

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

- Developing an effective anti-bullying policy and practice. The federation will then become a safer and happier environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence (SEAL).
- Any incidents treated seriously and dealt with immediately.
- taking part in the annual **Anti-Bullying Week** activities as organised by the **Anti Bullying Alliance**;

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.

It is everyone's responsibility to make sure that bullying does not happen or if it does that it is dealt with and stopped.

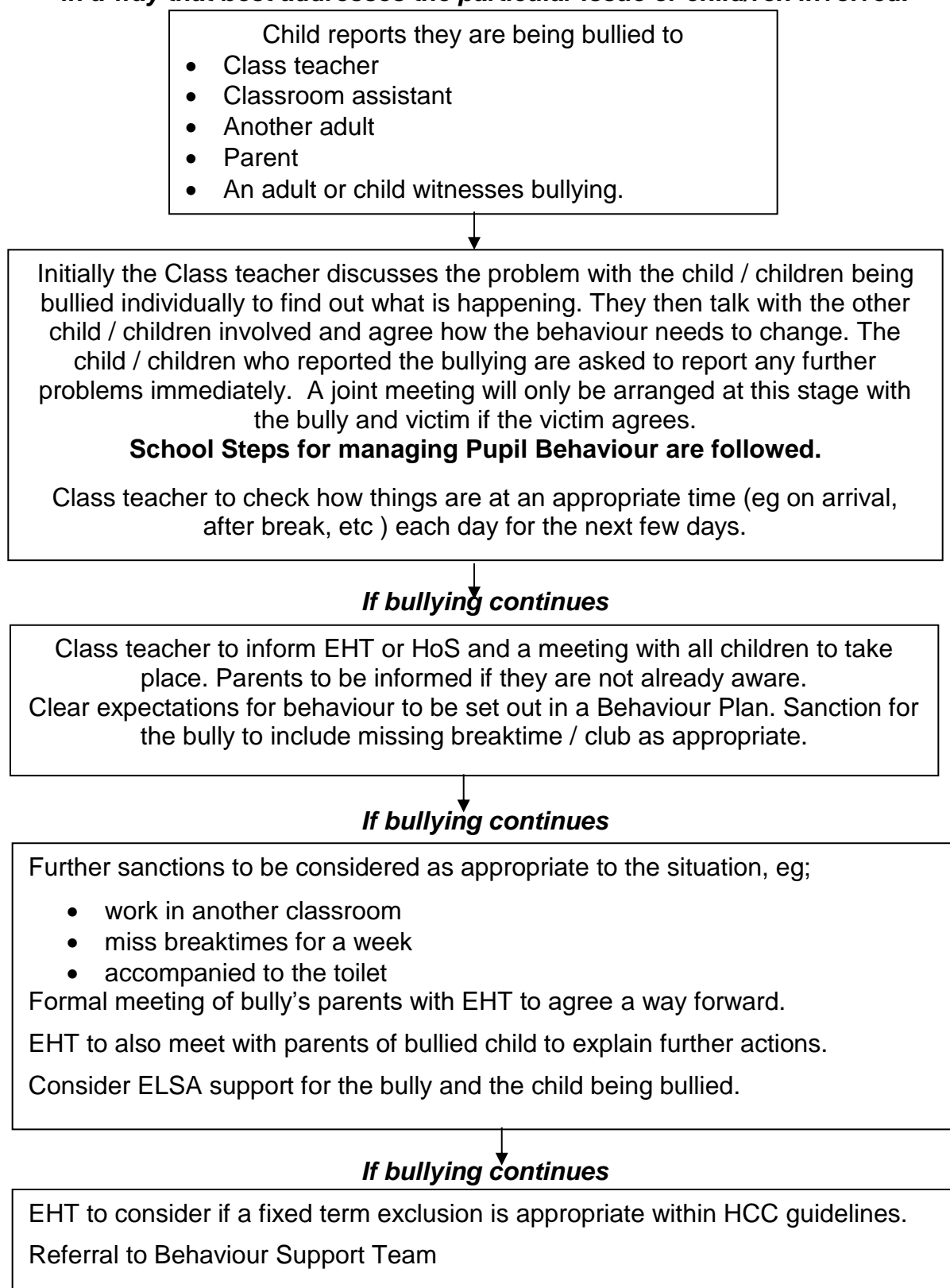
Our Federation will respond promptly and effectively to reported incidents of bullying using the flowchart attached at Appendix 1

A list of useful sources for supporting with bullying is given at Appendix 2.

Appendix 1

Procedure for Dealing with Bullying

It should be noted that in applying these guidelines each situation should be handled in a way that best addresses the particular issue or child/ren involved.



EHT – Executive Headteacher; HoS – Head of School;

Appendix 2

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 **02078235430**

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
08088 002222

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

HCC website also has advice and guidance including links to other organisations. (Some of these are for schools internal use only)