



Anti-Bullying Policy

Child Friendly

Anti-Bullying Policy

The schools have a responsibility to make sure that children are protected from bullying when they are at school. The Anti-Bullying Policy tells us what we should be doing to make sure this happens.

The policy tells us we should:

- Make our schools a safe place that children enjoy coming to.
- Make sure everyone knows that bullying is not allowed.
- Make sure children feel safe and know who to speak to if they think they are being bullied.
- Make sure the bullying stops.
- Listen to anyone who feels like they are being bullied and help them feel okay again.
- Help the bullies to change and understand what they have done is wrong.
- Speak to parents and other teachers in our schools to sort it out.
- Make sure everyone knows its EVERYONE'S job to stop bullying and to tell someone about it.
- Make sure that everyone is doing the same to stop bullying in our schools.

We want to make sure we have:

- People ready to listen.
- Good communication with parents of children that are worried about bullying.
- Teachers and other adults who know what to do if there is bullying in our schools.
- Ways to make sure children's education is not risked by bullying.
- All adults in our schools are watching for bullying.
- A record of any bullying that happens in our schools.

What is bullying?

Bullying is hurting someone's feelings or body on purpose. Usually this happens more than once. If it is a large group or someone much older that is picking on someone and making them scared, this does not need to be more than once to be bullying.

Bullying can be

Verbal bullying – name-calling, making fun of someone, saying nasty things and teasing.

Physical bullying – kicking, hitting, punching, pushing and pinching.

Emotional bullying – writing hurtful things, leaving people out, telling people things about someone that could be lies or upsetting, being made to do something you don't want to and taking things off them.

Cyber bullying – nasty text messaging and e-mailing and sending embarrassing pictures by phone or the internet.

Who could be a bully?

A bully could be another pupil, a parent, staff or groups.

When does bullying happen?

Bullying can happen face to face, in writing, over phones, on the internet or through emails. It can happen at any time and it can happen when you are alone or with a group.

Why are people bullied?

People might be bullied because of:

- Colour, religion or where they live and what they do.
- If they have a disability or can't learn as quickly.

- What they look like or because they are unhealthy.
- Who they like or spend time with.
- Being a boy or a girl.
- Living with other families.

What can we do?

Everyone should feel safe and supported and all children should know that we have policies to do this and make sure that school stays a safe place for them to learn. Our anti-bullying support will think about how the person feels and we will not treat or think differently of anyone involved so everyone knows that this policy is to help everyone and their feelings are valued.

What do we think about bullying?

At our schools we say:

- bullying is not allowed
- if it is happening we can sort it out
- it takes strength to tell someone and you should not feel silly, weak or afraid
- everyone will be listened to and taken seriously
- bullying can affect how people cope with their work and what they want to do in the future. This is not fair!
- everyone should be able to learn somewhere they feel safe
- everyone should make sure bullying doesn't happen
- everyone should encourage people to tell if they are being bullied
- the person being bullied has the right to help decide what we should do

What will happen?

When we hear about bullying:

- Whoever is told about the bullying will write it down and tell the head teacher to make sure it is dealt with properly.
- We will speak to people that are involved to make sure we have a good understanding.
- We will look at any bullying that is happening in the school and think about how to make things better.
- The bullies will receive a punishment in line with how serious the bullying was. It could be:
 - apologising or fixing damaged property
 - losing playtimes
 - being given a behaviour plan.
 - fixed term exclusion
 - permanent exclusion
- Bullying involving people working at school will be dealt with officially.
- Bullying involving parents will be dealt with by verbal warnings, written warnings and exclusion from the school site (as appropriate).

What if I am being bullied?

- Remember it is not your fault.
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.
- Tell an adult or someone you trust.
- Ask a friend to go with you if you need to.
- Keep telling people until it stops.

What will the adult want to know?

- What has happened to you?
- How often has it happened?
- Who was doing it?
- Who saw it?
- Where did it happen?
- What you have done about it already?

What if I am being bullied through my phone or computer?

- Don't reply.
- Don't delete it.
- Tell an adult you trust.
- Tell whoever you have your phone with (EE, 3, Vodafone) – they can stop these people contacting you.
- Don't give your number to people you don't know well or can't trust.
- Write down when you get the nasty message.

Your parents should:

- Listen to you.
- Write down what has happened.
- Make an appointment to see your teacher and speak to them.

When they talk to your teacher they should:

- Stay calm and remember your teacher may not know anything has been happening.
- Give as much information as possible.
- Be clear about what is going to happen.
- Check if they can do anything to help.
- Keep in touch with the teacher to check how it is being dealt with and if it is carrying on.

If they are not happy with what has been done they should:

- Check that the teacher is doing what is on this policy.
- Arrange to see a senior member of staff such as the Assistant Head/Deputy Head.
- Arrange to see the Head of School.
- Write to the Chair of Governors to tell them about what has happened and what they would like to happen to solve it.
- Contact Derby City Council as a last step.

If your parent thinks you might be bullying others they should:

- Explain that this is wrong and how it makes other people feel.
- Make sure that no-one around you is being a bully or showing aggressive behaviour.
- Show you how to join in and play nicely with others.
- Let your teacher know so they can all help you to stop.
- Check that everything is okay at school.
- Let you know when you are being kind and how good it is.

If you are being cyberbullied your parents should:

- Make sure you are careful who you give your number or e-mail to.
- Check and keep nasty messages.
- Contact school if it is someone from school.
- Report it to the person who provides the internet or phone (BT, 3, EE etc.).

- Contact the police if it is really serious.

Who will find out?

School staff cannot promise we won't tell anyone. We have to follow rules to make sure children are safe and this does mean we may have to tell other people. If you don't want anyone else to be told the adult will need to decide whether they can do this or not. This depends on:

- how serious it is and if you are likely to be harmed
- how old and grown up you are to be able to make that decision.

If it will help to tell someone else to get the bullying dealt with, you will be encouraged to do this. You will also be asked to speak to parents or carers unless it is not safe or appropriate to do this. You will always be listened to and taken seriously.

What if it is an adult getting bullied?

Adult should:

- Get help from their union.
- Tell someone they trust.
- Write anything down that they think has been bullying with times and dates.
- Follow school's official rules if it is not dealt with.

How can we fight bullying?

- Group work to help develop team skills
- Circle Time to help understand other people's feelings and how to deal with situations
- Circle of Friends to help develop friendships
- To have a No Blame approach
- Teach PSHE regularly
- R time sessions
- Build self-esteem
- Anti-bullying Week
- Anti-bullying assemblies
- E-safety training
- Training for all members of staff on anti-bullying policy and strategy
- Learning mentor support
- Helping to correct bad behaviour
- Contact with parents