



Anti-Bullying Policy

April 2020

Statement of Intent

We are committed to providing a happy, caring, friendly and welcoming environment for all of our pupils so they can learn in a secure and safe 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. Anyone who knows that bullying is happening must tell a member of staff.

What Is Bullying?

At Tottenham we have an agreed understanding of what bullying is. This has been agreed by governors, staff, parents and pupils. We recognise that bullying is the deliberate/premeditated targeting of an individual using physical or mental abuse to cause harm and/or intimidation and distress over a period of time.

Bullying can take many forms. The main forms are:

Emotional - excluding, tormenting (e.g. threatening gestures)

Physical - pushing, kicking, hitting, punching or any use of violence

Racist - racial taunts, graffiti, gestures

Verbal - name-calling, sarcasm, spreading rumours, teasing

Cyber - All areas of internet, such as email & internet chat room misuse, threats by text messaging, misuse of camera & video facilities

Why is it important to respond to bullying?

Everybody has the right to be treated with respect and no one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaving. Our school has a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

All governors, teaching and non-teaching staff, pupils and parents must have an understanding of what bullying is. All governors and teaching and non-teaching staff must know what the school policy is on bullying, and follow it when bullying is reported. All pupils and parents must 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 must be assured that they will be supported when bullying is reported. Everyone will know that bullying will not be tolerated.

Signs and Symptoms

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 must 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- becomes withdrawn anxious, or lacking in confidence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 suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- 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

1. All incidents of bullying must be reported to staff.
2. All reported incidents will be fully investigated to ascertain whether they are a case of bullying or other behaviour issues which can be dealt with through the schools behaviour policy. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
3. In all cases of bullying, the incidents must be recorded by staff.
4. In all cases parents of both the victim and the bully must be informed and will be asked to attend a meeting to discuss the problem.

5. The school will be proactive in supporting the victim and also work with the bully (bullies) to support them in changing their behaviour. This will be closely monitored.

The school will respond to the pupil who is bullied by:

- Actively listening to the child
- Offering support and strategies to deal with unwanted behaviours
- Protecting the child and ensuring their safety as and when necessary
- Involving parents
- Involving outside agencies to support the child as appropriate

The school will respond to the bully by:

- Ensuring that they recognise, take responsibility for and reflect on their behaviour/s and how it affects others
- Applying appropriate sanctions
- Guiding, supporting, advising and offering them strategies to change their behaviour
- Insisting that they take responsibility for their actions and help them to actively make amends
- Involving parents
- Involving outside agencies when necessary

6. If necessary and appropriate, police will be consulted.

Outcomes

1. The bully/bullies will be dealt with according to the severity of the bullying and consequences may take place in line with the school's behaviour policy and with full parental involvement.
2. In serious cases, suspension or even exclusion will be considered in line with the school's behaviour policy and policy for exclusions.
3. If possible, the pupils will be reconciled.
4. 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 will use various methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of class/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-plays
- using the curriculum, particularly PSHE, to raise awareness and to have discussions about bullying and why it matters

Monitoring

As part of our monitoring strategy we will:

Meet with pupils and give them regular opportunities to tell us if the policy is working from their point of view and if the school is responding to incidents.

Review the effectiveness of the policy annually with governors, staff, pupils and parents.