

Anti-Bullying Statement

What is bullying?

Bullying is a range of unacceptable behaviours that hurt, intimidate, frighten, harm, humiliate, undermine or exclude an individual or group. Bullying is deliberate and repeated over time and is difficult for the sufferer to defend themselves against.

Anybody can be bullied because of the way they look or where they are from, what they believe, what they have or do not have or what they can or cannot do; bullying picks on someone's vulnerability. Bullying happens when there is an imbalance of power; someone more powerful acting against someone else who is less powerful and less able to resist.

Bullying is different from an argument or a fight. It is regular, systematic and deliberate. It is an abuse of power. It can impact on learning and attendance and most importantly on children's self-esteem and confidence. It can give the message that force and intimidation are the way to get what you want and become a pattern for further behaviour and relationships.

Bullying can happen in a number of different ways:

- Physical
- Verbal
- Emotional – being excluded from games with friends etc
- Damage to property or theft
- Intimidation through gesture and threat, both verbal and non-verbal
- Cyber – through a range of technologies – mobile phones, email and social networks
- Exclusion or non-communication

Bullying concerns all of us, not just those who are bullying and those being bullied. It also affects less assertive children who may be drawn in and those who witness incidents of bullying and feel unable to do anything. Bullying can happen in secret and a child being bullied may feel too scared to tell.

We take bullying very seriously and will not tolerate it in any form. We follow up all concerns expressed by children, staff or parents and carers and make sure that we feed back the results of any investigation. Sometimes what is seen as bullying is simply unacceptable behaviour and we address this differently.

We always encourage children to tell, making it clear that we take action when we know.

We act proactively to educate learners about positive relationships and how to resolve conflict by:

- Using assemblies and circle time in class
- Addressing the issues through the curriculum
- Supervising playtimes positively
- Encouraging people to talk, with a commitment to listening and responding to what we are told
- Encouraging children to use the 'Worry Box' to share concerns and ask questions anonymously
- Making it clear what children should do if they are being bullied

If we suspect bullying we:

- Talk separately to the children being bullied, the child suspected of bullying behaviour and any witnesses
- Offer help, support and counselling as appropriate for as long as necessary
- Discipline and support those involved in line with our Behaviour Policy
- Involve parents

We do not assume that patterns of bullying behaviour are fixed and try to avoid language like bully or victim that label children rather than behaviour.

We record incidents of suspected bullying and our actions and report these to the Governing Board every term.

Reviewed: September 2017