



Policy to Safeguard and Promote the Welfare of Children who are pupils at the School Part 2: Anti Bullying

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Policy Aims and Objectives

- All children under our care (including EYFS) should be happy and secure at school
- Children should be happy, and know how, to report any instance of bullying
- Children should enjoy their learning without fear
- Every child, and adult, at Hornsby House has the right to be treated with respect and the right not to be a victim of bullying.

Policy Statement

This policy has been created with reference to the DCSF guidance found in 'Safe to Learn: embedding anti-bullying work in schools'. It is the duty of all children and staff to report any instances of bullying of which they are aware. Bullying is an antisocial activity and needs to be dealt with sensitively. At Hornsby House School we recognise that it can have a very negative impact on the lives of those who are bullied and in extreme circumstances can lead to psychological damage and even suicide.

Definition

Bullying is anti-social behaviour and can affect everyone. It is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time. A child can be said to be bullied when another child or group of children repeatedly says unkind things to them, sends unpleasant notes, hits, kicks, threatens, traps him/her inside a room, refuses to speak to him or other similar behaviour. Consistent teasing can also be described as bullying

The four main types of bullying are:

- *Physical (hitting, kicking, damaging belongings, disability, sex or religion)*
- *Verbal (name calling, racism)*
- *Indirect (spreading rumours, excluding someone from social group)*
- *Cyber (sending nasty texts, e-mails, phone calls, photographs or on social websites)*

Physical Bullying

One form is physically abusing the victim. This is the easiest form of bullying to be recognised as it can leave marks on the victim, i.e. bruising or torn clothes, an act that physically harms the victim. However, it can also involve intimidation by the use of stature or gangs to physically intimidate someone into thinking their way or to doing something for them. It can often be recognised when a group or individual is blocking any available exit to the victim and literally cornering them.

Bullying is also defined when comments are made of an adverse nature as result of a persons disability, sex or religion.

If, however, two children of similar age and physique have an occasional fight or quarrel, this is not bullying.

Verbal Bullying

Verbal bullying can be the use of derogatory terms to make the bully seem more powerful to the victim. It is often hard to detect because the victims tend to want to keep quiet about their ordeals.

Some things to look out for include the victim becoming less willing to talk to you and generally seeming in a much less happy mood than normal. It is important to make sure that paths are kept open for the victim to come to you rather than trying to intervene on something you are not sure about.

Indirect Bullying

Indirect bullying is characterized by threatening the victim into social isolation. This isolation is achieved through a wide variety of techniques, including:

- spreading gossip, lies, rumours,*
- name-calling,*
- silent treatment,*
- staring,*
- giggling, laughing or mocking at the victim,*
- refusing to socialize with the victim,*
- bullying other people who wish to socialize with the victim, and*
- criticizing the victim's manner of dress, race religion, disability, appearance height, weight et cetera.*

Cyber Bullying

Cyber bullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behavior by an individual or group, that is intended to harm others

Child Protection Issues

If the bullying contains a Child Protection issue, this will be dealt with by the school Child Protection officers, i.e. the Headmaster (Mr Jon Gray) the Deputy Head (Miss J Paul) the School Nurse (Mrs M Leslie) or the designated Governor (Mrs A Siddiqui)

Guidelines

Guidelines for spotting victims of bullying. Children who are bullied may:

- Look unhappy or angry*
- Try to move away from the aggressor*
- Tend not to take turns in games when the aggressor is playing a dominant role*
- Aim to draw attention to him/herself and remain in the view of other pupils, in order to avoid the aggressor*
- Become withdrawn*
- Display signs of altered, unacceptable, behaviour*

When on duty during break times, staff are required to watch for pupils exhibiting these signs and for those pupils who seem isolated (as opposed to those who like to keep their own company.)

All Hornsby House staff have agreed to keep a vigilant eye for any signs of bullying and to deal with it in line with the school policy of addressing both causes and effects of bullying.

Any instance of bullying should be written down, with the member of staff keeping a copy, giving one copy to the Headmaster, who will ensure it is put into the child's file, which can be checked so as to enable patterns to be identified.

Involvement Of The Children In Dealing With Bullying

Near the start of each term there will be an Assembly on Bullying. This will include the following advice to all the children.

- Do not bully other people – it is not kind
- If you see someone being bullied - help them or tell an adult
- If you are being bullied TELL SOMEONE!
- Look the bully in the eye as bravely as you can and tell them to stop.
- Move away from the situation as quickly as possible.
- Tell a member of staff what has happened immediately. It may help you to take a friend with you when you do this.
- Tell your family.
- Keep on speaking up until someone listens.
- Use the class worry box.
- Speak to your teacher – don't exaggerate, be honest and stick to the facts.
- Write it down or draw a picture if it helps you explain.
- If it does not stop – tell the teacher again.

In addition to this, children will have it explained that they are duty-bound to report any incident that they consider to be bullying. If they see bullying and ignore it, they will be judged as having been part of the problem that is making someone unhappy.

The Headmaster will use his discretion to resolve any cases of bullying. This discretion will take into account the fact that children sometimes bully others because:

- They do not know that it is wrong.
- They are copying other members of their family or friends
- They have been encouraged by their friend to bully
- They are taking out their insecurities on others
- They are going through a difficult time and are taking out their aggression on others.

If deemed necessary, the Headmaster will notify the parents of both the aggressor and the victim, will interview others discreetly and use his judgement as to how best to resolve the situation understanding that supports for both the bully and the victim is essential. If a child has been guilty of bullying, this will be noted on their file. A "Caution" (School sanction regarding behaviour) would normally be given in this case. It is possible that, in an extreme case, the school could decide that suspension, or even permanent exclusion, was warranted to prevent bullying.

In conclusion, bullying is a threat to the good order and atmosphere of a school and can break out at any time and involve anyone. It is the duty of everyone in the school community to try to ensure that bullying does not take place and that Hornsby House School is a happy and caring environment. The aim of the school in this area is to prevent bullying as much as possible, and deal rapidly and strongly with it should it occur. The school PSHE program seeks to address the causes of bullying and help children to understand the issue and our policy towards it. This policy is to be used in conjunction with the school's Rewards and Sanctions Policy.

Action By Teacher To Prevent Bullying at times and in places where it is most likely

- Be vigilant.*
- Be punctual for every class, duty or activity. When children are unsupervised, the potential for bullying is greatly increased e.g. in the cloakrooms and toilet areas.*
- At break times, stop any play fighting and be aware of how the children are interacting with one another. Do not be a passive supervisor.*
- When taking a game at the sports ground or anywhere else, try to involve each child as much as possible. Avoid situations where pupils may be made to feel a failure at a game.*
- If any child approaches a member of staff and says that he/she or someone else is being bullied, the teacher should:*
 - Listen to the child*
 - Report the matter immediately to the Headmaster or Deputy Head.*
- The school uses a variety of “intervention techniques”, which seek to prevent bullying, including circle time, PSHE lessons (Year 2) discussion, projects, drama, literature and assemblies.*
- Staff awareness of any bullying in school is maintained by regular discussion in staff meetings and specific training.*

This policy will be reviewed annually to assess its effectiveness – the policy will be promoted and implemented throughout the school community.