



TIDEMILL'S ANTI BULLYING POLICY

Tidemill School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Tidemill is a 'telling school'. This means that anyone who knows that bullying is happening is expected to tell the staff.

Objectives of this Policy

This aim of this policy is to ensure that all governors, teaching and non-teaching staff, pupils and parents:

- have an understanding of what bullying is;
- know what the school policy is on bullying, and what they should do if bullying arises.
- know that as school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- know that: **Bullying will not be tolerated.**

What Is Bullying?

Bullying is defined as **deliberately hurtful behaviour**, which is **unprovoked, repeated** over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in **pain and distress to the victim.**

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic** because of, or focussing on the issue of sexuality
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Cyber** All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

The school will deal with bullying by:

- Ensuring that the whole school understands what bullying means, including what a bully is, what a victim is and what a bystander is.
- Making clear that a zero tolerance approach to bullying is in place in school.
- Encouraging children to report incidents without feeling they are telling tales.
- Stressing the role of the Bystander - the person who can intervene and help the situation. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene. (Pepler) We encourage the bystander to get involved as opposed to watching and colluding any bullying they witness.
- Taking incidents seriously, investigating and if necessary, acting upon them quickly and fairly.
- Having a behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom.
- Rewarding positive behaviour and relationships as outlined in our behaviour policy and through individual class reward systems.
- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events (such as Anti-bullying week) and through key stage assemblies and PSHE/SEAL teaching.
- Develop children's own resilience through a PSHE/SEAL/Citizenship curriculum. This may involve exploring feelings through role play and viewing bullying situations from both sides.
- Providing a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks

When dealing with bullying staff will:

- Respond sensitively
- Investigate the incident ensuring any bullying has stopped.

- Record all incidents of bullying on incident forms and keep them in class behaviour files.
- In the first instance meet with the bullies and victims individually.
- If appropriate facilitate a meeting between the bully and victim as an opportunity for the bully to understand how their actions have affected the life of the victim.
- Contact the parents of both the victim and bully to discuss the problem.
- In more serious cases, or if a pupil is repeatedly bullying, involve Richard Graham the Senior Designated Person responsible for child protection who will support the investigation and actions that need to follow.
- Where appropriate liaise with members of the pastoral support team to support the options available to support the victim and/or the bully.

Sanctioning Bullying

- Punishing bullies does not end bullying. At Tidemill Primary School we stress that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable.
- The bully will be encouraged to understand how their actions have caused distress and anxiety.
- Bullies are to be disciplined in line with the school's behaviour policy; this may involve the following sanctions: Verbal/Rule Reminder, Detention, Fixed Term Exclusion (at the discretion of the Head teacher)
- We will ensure all actions are fully communicated to the relevant parties and recorded using school record-keeping procedures.
- Tidemill's pastoral team (*Deputy Head, Family Support Officer and Learning Mentor*) are available to ensure the victim is supported in rebuilding their confidence. Support for the bully may include anger management, circle of friends, liaising with parents or referrals to outside agencies (Children Centres, CAHMS, housing).

Monitoring and Review

- Tidemill's Anti-Bullying policy is in-line with Local Authority and DCSF Guidelines as well as other best practice organisations such as Kidscape. All safeguarding policies are reviewed every year to assess their effectiveness. Input from relevant stakeholders: parents, pupils (*via student council/Pupil surveys and SEAL lessons and assemblies*), staff and governors is encouraged.
- The number of bullying incidents are monitored by the Deputy Head and reported to the Headteacher and governors.
- Tidemill's anti bullying policy supports other pastoral policies such as our Behaviour Policy, Child Protection Policy and Positive Handling Policy.

Further Guidance for 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!
- 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.

Further Guidance for Parents:

If your child tells you they are being bullied:

- Listen to your child.
- Try not to overreact.
- Tell your child that bullying exists and it's not their fault.

- Check all the facts - is it bullying or friendship problems, which may resolve naturally?
- Talk about possible strategies for your child to use - try the websites listed at the end of the policy.
- Encourage your child to tell a teacher.
- If the situation is serious, contact the class teacher yourself.

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 should investigate if a child:

- is frightened of walking to or from school
- 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
- 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 dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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.

Help from Outside Agencies:

You may find the following websites useful:-

www.bullying.co.uk

www.bbc.co.uk/education/archive/bully

www.childline.co.uk

www.antibullying.net

www.kidscape.org.uk

You may find the following telephone numbers useful:-

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900

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