



# ANTI-BULLYING AND ANTI-HARRASSMENT POLICY

(in accordance with Department of Education guidance)

Our aim is to create a safe, co-operative environment where children and staff feel positive about themselves, and their full potential can be realised, because everyone has the right to enjoy life without being threatened or made to look small. Everyone needs to feel cared for and protected.

## WHAT IS HARASSMENT?

Harassment is unwanted conduct that violates a person's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them. Harassment may take many forms, and may be directed at an individual or group of individuals. It can range from extreme forms such as violence and bullying, to less obvious actions like ignoring an individual. It is not the intention of the perpetrator but the deed itself and the impact on the recipient, which determines what constitutes harassment. Whatever the form of harassment it will be unwanted behaviour, which is unwelcome and unpleasant.

### **Our definition of bullying is:**

- Using physical violence to intimidate (e.g. pushing people around, hitting, pulling clothes);
- Intimidating others (e.g. by standing close, pointing, having a temper tantrum, preventing them being heard);
- Using verbal abuse to intimidate (e.g. name-calling, teasing, sending nasty notes, spreading rumours and malicious gossip, mocking a child, making reference to size and gender);
- Damaging others' property – stealing or trying to get money;
- Manipulating other children (e.g. making them do something they do not want to, not being a friend, not talking to another student);
- A bully encourages others to bully. Bullying does not have to be persistent; it can be a 'one off'. Saying they are just teasing or playing is not an excuse.

## BULLYING IS COMPLETELY UNACCEPTABLE IN OUR SCHOOL

The Headteacher and staff will:

- Watch for early signs of distress that indicate bullying or harassment;
- Never ignore bullying or harassment;
- Listen carefully and record all incidents;
- Offer the victim immediate continuous support and protection;
- As far as possible, inform the victim of the steps being taken to deal with the bully or harasser;
- Deal firmly and consistently with all such behaviour;

- Try all in their power to change the behaviour of bullies;
- Inform parents of the actions of bullies and harassers to make it clear to the bully and his/her parents that the behaviour is unacceptable.

## IDENTIFYING BULLYING AND HARASSMENT IN SCHOOL

- Staff must be aware that children who are bullied or subject to harassment may show changes in behaviour, for example, becoming shy or nervous, feigning illness, absenting themselves from school, clinging to adults. They may change their work patterns and show evidence of a lack of concentration.
- Children must be encouraged to report bullying and harassment.

## PREVENTING BULLYING AND HARASSMENT IN SCHOOL

- Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.
- Bullying and harassment is much less likely to occur when each child is appreciated for their individual differences and positive qualities so that trusting and co-operative friendships are formed.
- Should bullying or harassment occur children are encouraged not to feel it is their fault, and to tell someone – their teacher, a friend, their parents.
- If children witness bullying or harassment they must report it to a teacher.
- Children are encouraged never to join in with the bullies but to support the victim.
- Children are encouraged always to be sincere in all they do.

## CONSEQUENCES OF BULLYING OR HARASSMENT

- Parents are notified and may be called into school.
- Behaviour is recorded in a child's school file and on ScholarPack.
- Children must apologise personally and show a change in attitude through kind behaviour.
- Children may be asked to leave the school community.

## IMPLICATIONS FOR PARENTS

### **They must:**

- Contact the school if they suspect their child is being bullied or harassed;
- Encourage their child to report any bullying or harassment of themselves or others;
- Work with the school to support their child if they have been bullied or harassed.

## BULLYING AND HARASSMENT OUTSIDE SCHOOL

The school accepts responsibility for children **only whilst at school**.

## LIFE AFTER BULLYING AND HARASSMENT

The school will try to:

- Help the victim gain in confidence by promoting their strengths and positive attributes;
- Provide the victim with strategies to help ensure that they are not bullied or harassed again;

- Set targets which are achievable and which will enable the bully or harasser to realise that they can change their behaviour;
- Highlight whenever possible the positive aspects of the bully's personality by commendation and praise;
- Regularly meet with both to monitor the progress.
- In the implementation of this policy staff should lead by example. They should keep in mind the principles of this policy in their dealings with all children and other members of staff.

## MONITORING, EVALUATION AND REVIEW

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

POLICY REVIEWED AUGUST 2018