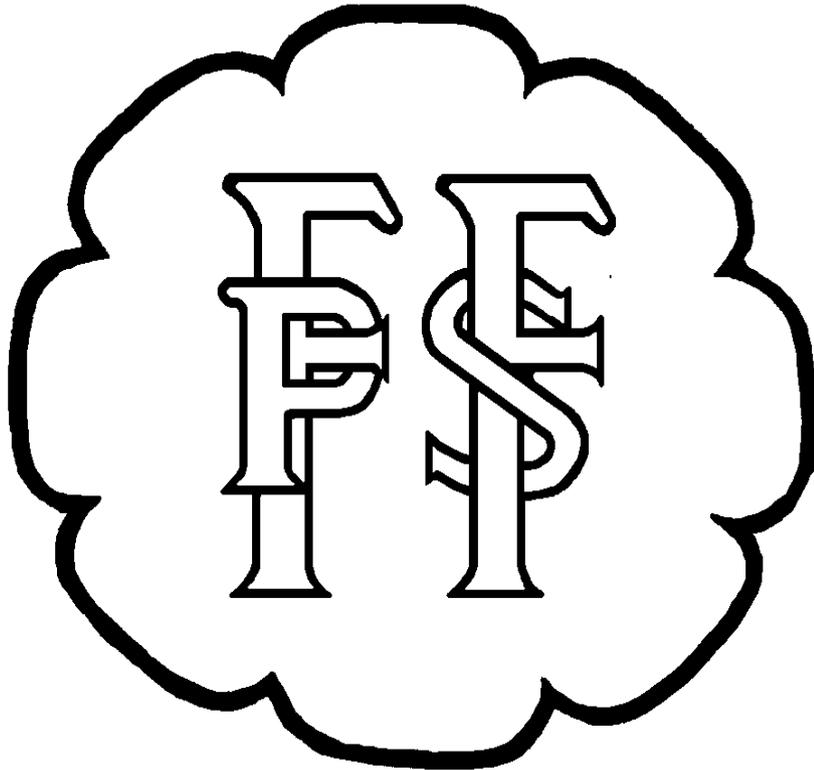


Bullying is everybody's business



**Flower Field Updated Anti
Bullying Policy 2016**

Statement of Intent

Our aim is to provide a safe and secure environment in which all children feel happy to learn without fear, intimidation or aggression. The school's anti bullying policy is an integral part of our positive behaviour policy.

Why do people get bullied?

There is no easy answer to this question, but:

- Bullies gain a sense of power and control through their activities
- Bullies enjoy hurting people
- Bullies like to have their own way
- Bullies are often aggressive by nature
- Bullies are often jealous of their victims
- Bullying is a learned type of behaviour
- Bullies do not always make friends easily, and have to force others to be friends
- Bullies have often been bullied themselves, sometimes at home
- If nobody challenges the bullies, then they get away with it.

Types of bullying

Bullying includes any form of intentional physical abuse such as:

- Kicking, hitting, poking, touching, biting, pushing and spitting.

Bullying includes any form of verbal abuse such as:

- Name-calling, mocking, sarcasm, teasing, spreading rumours, blackmail, making demands or threats and encouraging others to fight.

Bullying includes any form of harassment which could include:

- Racial, religious or sexual insult.
- Degrading comments to those who may have homosexual, lesbian or Trans – sexual beliefs.

Bullying may include any form of emotional abuse, e.g.

- Leaving others out of games or conversations and any corporate activity in class or within the school.

Bullying includes:

- Destroying or vandalising other people's property, work or games.
- Cyber/ on-line abuse e.g. texting, phoning threats, setting up hate websites and chat room misuse.

Who gets bullied?

Everyone is at risk of being bullied and so it includes adults and children, males and females.

Usually people who are being bullied are the more vulnerable ones who appear to be different in some way or weaker in some way.

A bully is not always discernable and they often appear to be a friend but maybe in actual fact be a dominating force which makes life unpleasant when disagreed with.

School action to prevent the incidents of bullying

The school will address the issue of bullying through systematic teaching using a variety of approaches.

- SEALS scheme of work
- Circle time
- Participation in national strategies such as anti-bullying week
- R.E

When children are found to be bullying, the school will adopt a variety of approaches to resolve the situation.

- No blame approach
- Restorative justice
- Behaviour contracts
- Supervised lunchtime and playtime activities
- Withdrawal from playtime and lunchtime activities
- Removal from teaching groups

- Suspension from the school

In extreme circumstances, the school will not hesitate to expel anyone who persistently bullies others.

When a child is seen to be bullying other children, parents will be informed immediately. Parents of the bully and the victim and everyone will be informed of the action school has taken to resolve the situation.

School action to protect the bullied

- The school will listen and fairly investigate all complaints.
- The school will intervene immediately to stop the re occurrence of aggressive incidents by adopting the measures of the previous section.
- The school will offer pastoral support to anyone that has been bullied.
- The school will monitor incidents of bullying that have been dealt with to try and ensure that they do not occur again. This will be done in a variety of ways.
 1. The observation of staff in the classroom, the dining hall and on the playground.
 2. Involvement of peer mediators with those who have been bullied and with those who bully on the playground.
 3. Involvement of lunchtime supervisors with those who have been bullied and those who bully.

Procedures and consequences

1. When bullying occurs, it is essential that the following happens, all incidents of bullying, no matter how trivial they seem must be reported to staff as soon as possible.
2. Incidents will be recorded unless minor and sorted out.
3. If it is deemed necessary, parents of all involved will be informed and asked to discuss the problem.
4. If necessary, suspension or exclusion will be considered.
5. In extremely serious cases involving threatening or violent behaviour, the police/ social services will be consulted.
6. An attempt will be made to change the bully's behaviour through pastoral support, involvement of outside agencies, e.g. Educational Psychologist, EBD team or school's link worker.

7. Bullies will apologise and other appropriate consequences may take place.
8. When ever possible, pupils will be reconciled.