

**THE EAST STAFFORDSHIRE & TAMWORTH PRUs FEDERATION**

**Anti Bullying Policy**

NAME OF POLICY: ANTIBULLYING		<b>FEDERATION</b> KSSS ONLY BPRU ONLY		POLICY NUMBER: ED 1	
EFFECTIVE DATE: RATIFIED BY MC JUNE 2022			*REVIEW DATE BY SLT: APRIL 2025 REVIEW DATE OF POLICY BY MC: JUNE 2025		
AUTHOR OF POLICY: KER			PERSON(S) RESPONSIBLE FOR REVIEWING/UP DATING: KER		
DATE OF CHANGE	AUTHOR OF CHANGE	DESCRIPTION OF CHANGES		PAGE NUMBER OF CHANGES	NEW REVIEW DATE*



Across the Federation of KSSS & BPRU we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere free from oppression and abuse. Bullying is an anti social behaviour and affects everyone. All types of bullying are unacceptable at our school and **will not** be tolerated. All pupils should feel able to tell and when bullying behaviour is brought to our attention, prompt and effective action will be taken. We are a **TELLING** school.

This means that **anyone** who is aware of any type of bullying that is taking place is expected to tell a member of staff immediately.

### **Introduction**

All schools need to have an anti-bullying policy because it's the law.

### **What is bullying?**

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

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

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:-

**Physical** (hitting, kicking, theft)

**Verbal** (name calling, racist remarks)

**Indirect** (spreading rumours, excluding someone from social groups)

### **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 the child:-

Is frightened of walking to and 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,  
Possessions are damaged or go 'missing',  
Asks for money or starts stealing (to pay bully),  
Has dinner or other monies continually 'lost',  
Has unexplained cuts or bruises,  
Comes home starving (money/lunch has been stolen),  
Begins to be aggressive, disruptive or unreasonable,  
Is bullying other children or siblings, Stops eating,  
Is frightened to say what's wrong,  
Gives improper excuses for all of the above,  
Is afraid to use the internet or mobile phone,  
Is nervous and jumpy when reading messages on phones or computers

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

### **Aims and Objectives**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is not acceptable behaviour and it affects everyone. It is unacceptable and will not be tolerated.

All governors, teaching or non-teaching staff, pupils and parents should have an understanding of what bullying is.

All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported. All pupils and parents should know what the school policy is on bullying and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

### **BULLYING WILL NOT BE TOLERATED**

We are 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. We are a telling school.

### **Statutory duty of schools**

Headteachers have a duty under the school standards and framework act 1998 to draw up procedure to stop bullying among pupils and to bring these procedures to the attention of staff parents and pupils.

The role of the Headteacher (Head of School with Executive Headteacher):

It is the role of the Headteacher to put forward the school anti-bullying strategy and to make sure that all staff both teaching and non teaching are aware of the school policy, and know how to identify and deal with incidents of bullying.

The Headteacher ensures that all children know that bullying is wrong and that it is unacceptable behaviour in this school. The Head teacher draws the attention of the children to this fact at suitable moments. For example, when an incident occurs, the Head teacher may decide to use whole class time as the forum in which to discuss with other children why this behaviour was wrong and possible consequences of the action.

The Headteacher ensures that all staff receives sufficient training to be equipped to identify and deal with all incidents of bullying.

When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

A parent who is not pleased with the way the school has dealt with a bullying incident can ask the chair of Governors to look into the matter.

### **Prevention**

We will use KIDSCAPE methods of helping children to prevent bullying as and when appropriate. These may include:

- Writing a set of school rules
- Signing a behaviour contract
- Writing stories or poems or drawing pictures about bullying Reading stories about bullying or having them read to a class or assembly
- Making up role-plays (or using KIDSCAPE role-plays)
- Having discussions about bullying and why it matters

### **Implementation**

These disciplinary steps can be taken:

- Parental meetings to address such issues/incidents
- Exclusion from certain areas of school premises / trips / AP etc
- Fixed term exclusion
- Permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through different subjects.

### **Procedures**

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, the police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

6. An attempt will be made to help the bully (bullies) change their behaviour

### **Links with other school policies and practices**

This Policy links with a number of other school policies, practices and action plans including:

Complaints policy

Behaviour Policy

Confidentiality Policy

Safeguarding Policy

### **Safeguarding Policy**

The Safeguarding Policy clearly outlines its legal duty under s175 Education Act 2002 (section 157 in relation to independent schools and academies) and the 1989 Children Act, and takes seriously its responsibilities to protect and safeguard the interests of all pupils/students. The Federation recognises that effective child protection work requires sound procedures, good inter-agency co-operation and a workforce that is competent and confident in responding to child protection situations. Measures taken within the school setting aid the protection of children against bullying. This policy links with the overall Safeguarding policy within the PRU to best address bullying situations and incidents.

### **Monitoring & review, policy into practice**

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DfE to inform its action planning to prevent and tackle bullying.

### **HELP ORGANISATIONS:**

File name Antibully policy

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents helpline (Mon-Fri, 10-4)	0845 1205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for future support, links and advice