

CROFTON SCHOOL BULLYING POLICY

Introduction

Crofton School is committed to creating a caring, friendly environment in which to learn and work. A place where people feel relaxed and secure. All members of our community are encouraged to challenge bullying and to seek help for themselves or others if they feel bullying is happening.

Aims of Policy

The aim of this policy is to prevent and deal with any behaviour deemed as bullying, and to promote an ethos where bullying is regarded as unacceptable, so that a safe and secure environment is created for everyone to learn and work in. This policy applies to everyone in, and every one visiting, our community.

This will happen through

- Listening to students views, opinions and concerns using year councils as discussion groups;
- Raising awareness of, and defining bullying as well as gaining an understanding of why some people bully;
- Education about bullying within PSHE and opportunities within other curriculum areas;
- Using the schools Behaviour Management Policy and the Staff Discipline Code to respond to any bullying incidents that occur;
- Provision of support for all members of the school community who may be involved in a bullying situation;
- Developing and supporting home, school and community partnerships.

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:

- Emotional
 - Being unfriendly, excluding, tormenting (e.g. hiding personal possessions, making threatening or humiliating gestures)
- Physical
 - Pushing, kicking, hitting or any use of violence
- Racist
 - Racial taunts, graffiti, gestures
- Sexual
 - Unwanted physical contact or sexually abusive comments
- Homophobic
 - Abusive comments focussing on sexuality
- Verbal
 - Name calling, sarcasm, spreading rumours, name calling

Recognising Vulnerable Students

Students may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs and they should investigate if a child:

- Is frightened of walking to or from school
- Doesn't want to go on a school or public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school
- Begins truanting
- Becomes withdrawn, anxious or lacking in confidence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 at school work
- Arrives home with damaged clothes or possessions
- Has possessions "go missing"
- Asks for money or starts stealing money
- Has money "go missing"
- Has unexplained cuts and bruises
- Arrives home hungry
- 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

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

Roles and responsibilities

All members of the school community, both students and adults, have a responsibility to recognise and report acts of bullying.

Students are encouraged to report bullying to any adult they feel comfortable talking to and parents with concerns should contact either the student's tutor or head of year in the first instance.

All teaching staff, but tutors, Heads of Year and The Deputy Head Teacher (CSG) in particular will actively investigate allegations of bullying and take action in line with the school's Behaviour Management Policy. It is normal practice for the parents of all the students concerned to be kept informed and encouraged to play a part in finding a solution to individual problems. Incidents of bullying are recorded and monitored by Heads of Year.

The Deputy Head Teacher (CSG) will be responsible for the effective implementation of this policy, for any staff training required and for regular policy review. The Governors' Health, Safety and Premises Committee will review the policy annually.

Any adult members of the school who feel they are the victims of bullying should seek help and advice from either The Head Teacher or The Chair of Governors.

Acknowledgments

DfES, "Bullying, Don't Suffer in Silence"
"Developing an Anti-Bullying Policy"

Kidscape "Anti Bullying Policy for Schools"