



## **Ballacottier School** **Anti Bullying Policy**

### **Introduction**

It is a Government requirement that all schools have an anti-bullying policy. The legislation regarding this is the Education Act 2001, and the Articles of Governance of Ballacottier School. Further guidance has been sought from the following documents: Working Together to Safeguard Children England 2006, Isle of Man Anti-bullying Policy Framework August 2009, Isle of Man Children's Plan, and the school's Healthy Lifestyles criteria.

### **Other Policies**

The ethos of Ballacottier School is developed in line with a wide range of guidance through other school policies. The relevant policies that demonstrate Ballacottier School's anti-bullying policy reflect the overall school core values and are: Vision, Core Values, Behaviour policy, Parent Helper Policy, Teaching and learning Policy, Healthy Futures guidance.

### **What is bullying?**

DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or not spoken to).

Ballacottier School's definition of bullying is as follows:

Bullying is the intentional / deliberate and recurrent use of unwanted behaviour towards another member of the school community. Bullying can take place during any school based activity whether on or off the premises. Bullying results in pain and/or distress to the victim, and it can affect the victim in a physical and/or emotional way. Bullying involves a real or perceived imbalance of power. Bullying can be:

Direct and/or Indirect:

Physical	pushing, kicking, hitting, punching or any use of violence.
Racist	racial taunts, graffiti, gestures.
Sexual	unwanted physical contact or sexually abusive comments.
<u>Homophobic</u>	<u>because of, or focusing on, the issue of sexuality.</u>
Verbal	name-calling, sarcasm, teasing.
Cyber	all areas of the internet, such as email, website and internet chat misuse, threats and taunts by text messaging and calls on mobile phones, misuse of associated technology eg camera and videos
Emotional	being unfriendly, excluding, tormenting (eg hiding books threatening gestures), starting rumours.

Bullying is:

Deliberately hurtful

Repeated

Difficult to counteract by the victim

Different from random acts

Characterised by an 'imbalance of power' eg A more powerful person or persons intentionally hurting a less powerful person or persons.

### **Aims and Objectives**

- To ensure that all those connected with the school understand what is meant by the term bullying and are made aware that bullying behaviour will not be tolerated under any circumstances.
- To prevent and deal with any behaviour deemed as bullying.
- To promote a school ethos where bullying is regarded as unacceptable by everyone.
- To ensure a safe, happy, non-threatening and secure environment is created in which everyone is able to learn, work and flourish.
- To promote our school as a TELLING school, anyone who knows that bullying is happening is expected to let someone know so that the bullying will stop.
- To ensure that everyone connected to the school knows their responsibilities with regard to the eradication of bullying in our school.
- To ensure our curriculum provides opportunities for children to nurture the values of responsibility, duty and respect, both for oneself and others.
- To provide a transparent, consistent and easily understood system of responding to reported incidents of bullying.

### **Responding to Bullying**

- Complaints and reports of bullying will be dealt with initially by the class teacher.
- All complaints and reports of bullying will be investigated thoroughly.
- The class teacher will then use their professional judgement to decide if the matter needs to be brought to the attention of the headteacher, or a record of concern entered in the child's ABC behaviour book.
- If the matter is brought to the attention of the headteacher, the complaint or report will be written in the anti bullying book. This record will also be transferred when the pupil moves school.
- The headteacher will investigate the complaint/report, speaking to all parties and witnesses involved.
- The alleged victim and alleged child exhibiting bullying behaviour will be spoken to separately, with two members of staff present.
- The child exhibiting bullying behaviour will be spoken to calmly to discover the underlying reasons behind the bullying.

## **Actions to address and change behaviour**

- The parents of both parties will be informed and consulted
- The child exhibiting bullying behaviour will be spoken to, with two members of staff present, to try and establish the underlying reasons and background to the bullying.
- The ‘formal apology’ will be discussed with the child exhibiting bullying behaviour to try to instil empathy for the victim.
- The headteacher and staff will use their professional judgement and knowledge of the children and if appropriate, the child exhibiting bullying behaviour and the victim will be brought together to try and resolve the situation.
- All staff will be informed to ensure vigilance and consistency by everyone.
- With parental agreement, and where necessary, the child exhibiting bullying behaviour will be referred to an Educational Psychologist.
- With parental agreement, counselling for the victim will be provided where necessary.
- The child exhibiting bullying behaviour will be allocated a ‘buddy’ either from their own peer group, or older to support their behaviour.

## **What can our children do if bullied?**

- Tell yourself that you do not deserve to be bullied, and that it is WRONG!
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on the victim’s fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive - Use your ‘I’ Statements clearly. - i.e. “ i don’t like it when ....Walk confidently away. Go straight to a teacher or member of staff if they continue after your ‘I’ statement.
- Fighting back may make things worse.
- Generally it is best to tell an adult you trust straight away. You will get immediate support.
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## **Support available for the victim of bullying**

- The victim will be allocated a ‘buddy’ from either their own peer group or older for support.
- If appropriate, and with parental permission, the victim may be referred to the Educational Psychologist.
- The victim will have a named member of staff they are comfortable with, that they can confide in and receive support.
- All staff will be informed to ensure vigilance of the situation.
- With the victim’s permission, their circle of friends will be informed and asked to support him/her.

## **Sanctions**

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### **In the first instance**

- If bullying is proved, the parents of both the victim and child exhibiting bullying behaviour will be informed by the headteacher.
- The child exhibiting bullying behaviour will miss two playtimes and one lunchtime.
- The child exhibiting bullying behaviour will make a formal apology to their victim.

### **If bullying does not cease**

- The parents of the child exhibiting bullying behaviour will be informed again.
- The child exhibiting bullying behaviour will be closely monitored at playtimes and lunchtimes and a report book set up, this will continue for two weeks.
- Permission will be sought from the parents for referral to an Educational psychologist.

### **If bullying still does not cease**

- The parents of the child exhibiting bullying behaviour will be informed again.
- The Department of Education and Children will be informed.
- The parents of the child exhibiting bullying behaviour will be asked to remove their child from school during lunchtimes and before and after school for two weeks.
- The child exhibiting bullying behaviour will be excluded from the playtime breaks for two weeks.

### **If bullying still does not cease**

- The parents will be informed formally in writing that if the bullying does not stop the child exhibiting bullying behaviour will be excluded from school for a short fixed period (suspension). Meanwhile, the above sanctions will be put back in place for a further two weeks.

### **If bullying still does not cease**

- The child exhibiting bullying behaviour will be removed from school for a short fixed period (suspension)

### **If bullying does not cease**

- Permanent expulsion will be recommended to the Governors of the School and the Department of Education and Children.

## **Implementation**

The Headteacher, Governors and staff of Ballacottier School will be responsible to ensure the implementation of the policy. The policy will be posted on the school website. Children's awareness will be raised through assemblies, PSHE, circle time and when the opportunity arises within normal cross curricular lessons.

## **Monitoring**

The policy will be monitored by the Headteacher. The information used to inform the Headteacher will be both the behaviour book and the anti bullying book. The Headteacher will analyse this information on a regular basis and report to Governors. Information about recent and relevant bullying will be shared with the Department of Education and Children, and on the transfer of pupils to other schools if appropriate.

## **Evaluation**

The effectiveness of the policy will be determined through consultation with the whole school community on a regular basis. The criteria by which the success of the policy can be determined are as follows:

- Parents and pupils more prepared to report bullying.
- Pupils less accepting of bullying.
- Staff more aware of bullying.
- Reduction in bullying incidents.

## **Review**

The Headteacher and Governors and staff will review the policy on a regular basis.

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