

## Anti-Bullying Policy

This policy was composed in consultation with pupils (individual classes & school council), staff and parents.

We are committed to providing a caring, friendly and safe environment for all children and adults so they can learn and work in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Plaistow. We will challenge any bullying from children, parents or staff. If bullying occurs, all children and adults should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school - anyone who knows that bullying is happening is expected to let us know.

### What is Bullying?

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

### Bullying can include:

Physical	pushing, kicking, hitting, punching or any use of violence, unwanted physical contact
Verbal	name-calling, sarcasm, spreading rumours, teasing, abusive comments
Emotional	excluding others, tormenting (e.g. hiding books, threatening gestures) being unfriendly, graffiti, gestures, constant criticising, undermining
Discriminatory	when bullying is motivated by a prejudice against whole groups of people and results in behaviour or comments that are racist, sexist, homophobic, against those with disabilities or special needs, or about people's home circumstances.
Cyber bullying	is the use of ICT, particularly mobile phones and the internet, deliberately to upset someone.

### Objectives

- All staff, governors, children and parents should have an understanding of bullying.
- Bullying will not be tolerated.
- Clear procedures for reporting bullying should be understood and followed.

### **Procedures and Consequences**

1. Children, parents and staff to report bullying incidents to school staff, senior staff or Chair of Governors.
2. In cases of serious bullying, the Head will be informed, deal with the incident and record it. Some incidents may be racist bullying and are logged with the Local Authority and Governing Body.
3. Parents should be informed (in serious cases) and will be asked to come to a meeting to discuss the problem.
4. If necessary and appropriate, the police will be informed.
5. The bullying behaviour and threats of bullying must immediately stop.
6. Attempts will be made to help the bully or bullies to change their behaviour.
7. The bully will offer an apology and other appropriate sanctions may take place.
8. In serious cases, exclusion from school will be considered.

### **Prevention**

We will use **Kidscape** methods for preventing bullying. As and when appropriate, this may include

- Writing a set of class rules
- Drawing up behaviour contracts
- Writing stories or drawing pictures about bullying
- Reading stories about bullying or having them read to a class or assembly
- Making up role plays to develop anti bullying solutions
- Having discussions about bullying
- Regular reviews of bullying with the school council
- Providing children with a lessons, assemblies, events, workshops which help them develop their self esteem, social skills and confidence
- Providing support for new children or adults, , welcoming them to the school or quiet children with Class Buddies and Playground Friends
- Developing a mutual understanding that different is normal.
- Regularly promoting friendship, respect and praise.
- Developing the understanding that some pupils will work at different levels within the classroom.
- Providing positive displays reflecting togetherness.
- Teaching children games where co-operation is essential.
- Time-out possibilities for victim and perpetrator.
- Assertiveness training for victims.
- Regular liaison between all adults working in each phase of the school, to develop a coherent approach and to raise awareness of problems and concerns and how they are being dealt with.
- Referring children to the Rainbow Club, where structured play activities take place during the lunch hour
- Referring children to our Learning Mentor -both those who have been bullied and those who take part in bullying.
- Incorporating anti bullying into our annual school development plan

- Development the indoor and outdoor environment to include quiet, seated areas as well as more challenging, activity areas for play. Also to ensure supervision.

### **Signs and Symptoms**

A child may indicate by signs and symptoms that they are being bullied. Adults should be aware of the possible signs and should investigate if a child:

- Is frightened of walking to and from school
- Is unwilling to go to school
- Begins to do poorly in schoolwork
- Becomes withdrawn, start stammering
- Regularly has books or clothes damaged
- Becomes distressed, stops eating
- Cries easily, has nightmares
- Becomes disruptive or aggressive
- Has possessions go "missing" and money "lost"
- Starts stealing money (to pay the bully)
- Is frightened to say what's wrong
- Attempts to run away

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

### **Monitoring and Review**

The Anti Bullying Policy will be regularly reviewed by children, parents, staff and governors.

The policy is available on our school web site as well as copies in school.

As part of ongoing school development, the impact of the anti bullying policy will be regularly reviewed.

Racist incidents are reviewed by the Governors termly.

### **Help, Advice and Resources**

Advisory Centre for Education (ACE Ltd): 0808 800 5793 [www.ace-ed.org.uk](http://www.ace-ed.org.uk)

ChildLine: 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

Children's Legal Centre: 0845 345 4345 [www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)

Kidscape: 08451 205204 [www.kidscape.org.uk](http://www.kidscape.org.uk)

### **Kidscape has several booklets and leaflets about bullying:**

Bus Safety

It Shouldn't Happen

Street Sense - Protect Yourself

Moving Up - Going to Secondary School

Keeping Young Children Safe

Preventing Racist Bullying

How to Stay Safe and Protect Yourself from Bullying

The leaflets are only 35p and can be ordered by phone or on their web site

Next Review: Spring Term 2018-2019