
Chivenor J&I School Anti-bullying & Harassment Policy

Definitions

Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power and is usually premeditated.

Bullying behaviour can include:

- Physical aggression, such as hitting, kicking, taking or damaging possessions;
- Verbal aggression, such as name calling, threatening comments, insults, racist remarks, teasing, sending nasty notes or making nuisance calls;
- Indirect social exclusion, such as deliberately leaving someone out, ignoring someone, spreading rumours about someone or about their family.

Racial, sexual or homophobic harassment involves the same kinds of behaviour directed against someone because of their cultural or ethnic identity, their gender or sexuality. Harassment is defined as any kind of unreasonable behaviour which alarms, distresses or torments someone else

Aims

- To create an ethos in which bullying/harassment are considered to be unacceptable by all members of the school community.
- To identify and deal effectively with incidents of bullying/ harassment in the school

Processes

Bullying behaviour can be prevented through a combination of:

- Awareness raising about what bullying is and how it effects people
- Emphasising the important role that bystanders play in tackling bullying and teaching pupils how to safely challenge bullying behaviour.

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- Teaching pupils how to manage their relationships constructively and assertively.
 - Help to build an anti-bullying ethos in the school.
 - Staff will encourage openness and disclosure of incidents through, for example reviews, tutor time, circle time, message box.

Issues to be explored with pupils include:

What is bullying?

What causes people to bully each other?

How does it feel to be bullied /to bully?

What are the effects on others?

What would our school and our society be like if bullying behaviour was acceptable?

Why should we try not to bully each other?

What can we do to stop bullying?

What moral dilemmas do we face when we encounter bullying behaviour?

Responding to bullying situations

There are five key things to remember when responding to a bullying situation:

- Never ignore suspected bullying
- Don't make assumptions
- Listen carefully to all accounts
- Adopt a problem solving approach
- Follow up shortly after intervention and some time after to check that the bullying hasn't returned.

Procedures to follow:

- When a bullying incident is identified it is important to make a record of who is involved, what happened and how it was followed up.
- Centre staff are responsible for dealing with incidents of bullying, and these should be dealt with as soon as possible after the incident.
- The 'No Blame Approach to Bullying' steps could be used if appropriate
- All matters of bullying to be brought to the attention of the Senior Teacher and communicated to the staff team.
- Parents/carers to be informed by letter/phone call.

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- Appropriate action will be taken.
 - The victim to be informed that action has been taken.
 - Support for the victim to be provided if necessary.

Equal Opportunities

This policy will be applied equitably to all pupils irrespective of ethnicity/ gender/ religion or special educational need.

Monitoring and Evaluation

A systematic collection of objective data will aid analysis and support appropriate action. The collated data will be scrutinised, as part of the Service's self evaluation process in order to support planning to address issues raised.

Date agreed by the Governing Body:

Signed: (Chair of the Governing Body)

Review date: