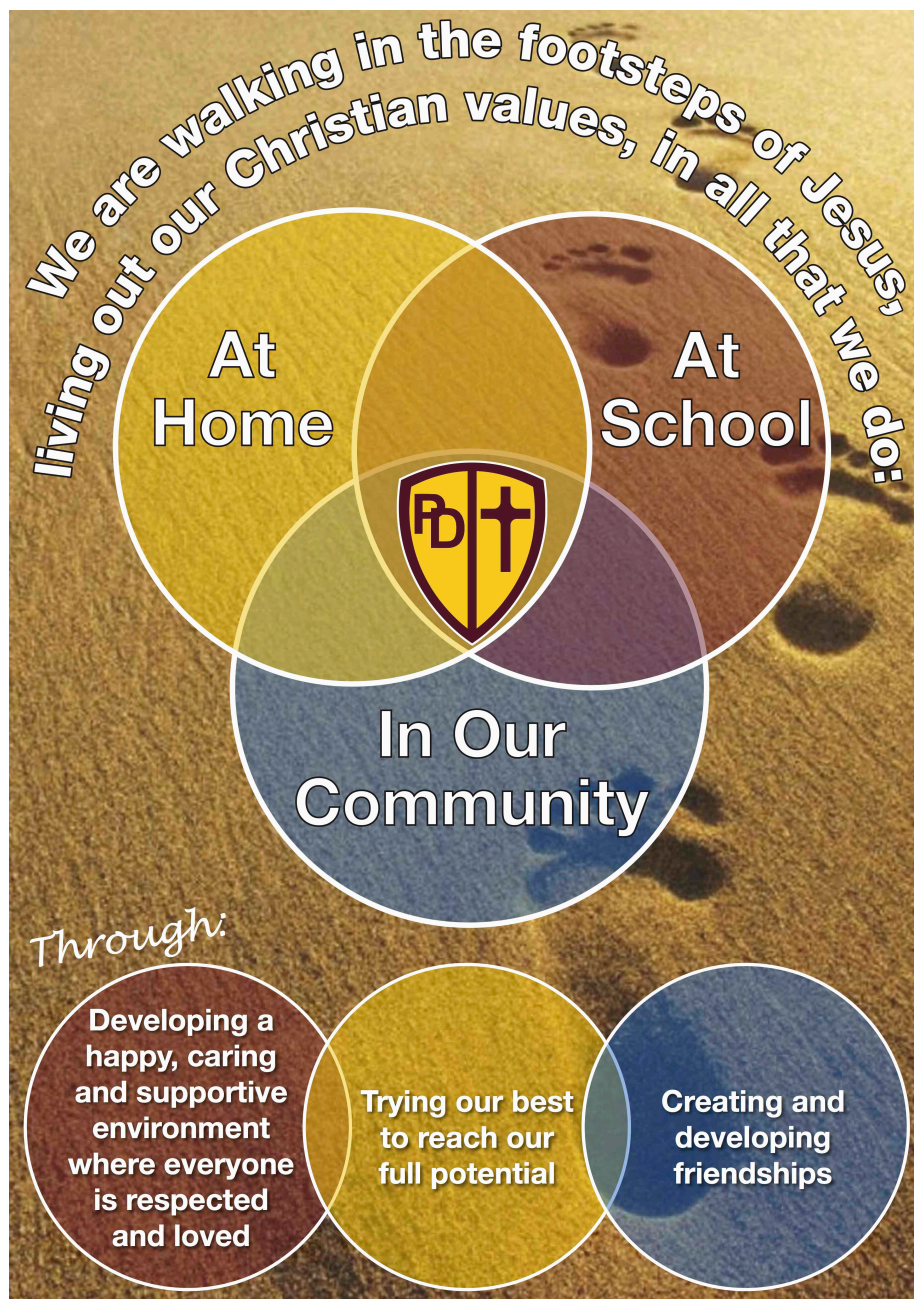


# *Parbold Douglas Church of England Academy*

*Christo et Doctrinae  
For Christ and Learning*



*Anti-Bullying Policy*

*REVIEW DATE: 2018*

At Parbold Douglas C of E Academy we are committed to providing a caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. We acknowledge that bullying does happen from time to time and when it does occur, everyone should know who to talk to about it and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

### **Objectives of this Policy**

- All governors, teaching and 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.
- All parents and pupils should know that the named person to report incidents to is Mrs C.Dundas. They should know what the school policy is on bullying, and what they should do if bullying arises. The aim of this policy is to work together to ensure that school is a safe place for children and adults to be, whether the school community is directly or indirectly affected by bullying or not.

### **What is bullying?**

Bullying is any intentional, deliberate, hurtful, frightening, threatening behaviour by an individual or a group towards other people. It occurs repeatedly, is one sided and encompasses all forms of communication.

Bullying behaviour includes:

**Physical:** hitting, kicking, spitting, pushing, pinching, throwing stones or any other forms of violence.

**Verbal:** name calling, swearing, spreading rumours, threats, teasing. This may be directed towards gender, ethnic origin, physical/social disability, personality, etc.

**Emotional:** being unfriendly, excluding, tormenting, ridicule and humiliation.

**Cyber-bullying:** texting, emailing, social networking.

**Damage to property, or theft:** pupils may have their property damaged or stolen.

### **What can children do if they are being bullied?**

- Tell someone that they can trust – it can be Mrs Dundas, another teacher, a teaching assistant, a member of the lunchtime welfare, a parent, a friend, or a relative. Generally it is best to tell an adult they trust straight away. They will get immediate support.
- Tell themselves that they do not deserve to be bullied and that it is wrong.
- Try not to show the bully that they are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. Bullies usually pick on individuals.
- Write down the problem and put it in the class worry box.

## **What can children do if they know someone is being bullied?**

- Take action! Watching and doing nothing looks as if they are on the side of the bully.
- If they feel they cannot get involved, they should tell an adult immediately. Teachers will deal with the bully without getting them into trouble.
- Do not be, or pretend to be, friends with a bully.

## **Procedure for dealing with bullying behaviour**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. If bullying is suspected/reported:

- The named teacher ‘ Mrs Dundas ‘ will be informed who will carry out an initial investigation.
- Restorative approaches will be employed, if appropriate.
- Leadership Team will be informed and sanctions from the behaviour policy will be applied if necessary.
- Parents will be informed on all matters identified as bullying and it will be recorded in the School Incident Log.

The following step-by-step procedure will be used to support the children involved in the incident:

- Staff will make sure the victim(s) is and feels safe.
- Appropriate advice will be given to help the victim(s).
- Using Restorative Approaches, the problem will be identified and possible solutions found.
- Appropriate action will be taken quickly to end the bullying behaviour.

## **Role of Parents**

If you feel your child may be a victim of bullying behaviour, please inform school as soon as you can. Your complaint will be taken seriously.

If you feel your child has been bullied by another child, please do not approach that child or the child’s parent on the playground, please inform school immediately.

Reassure your child that it is not their fault that they are being bullied.

Reinforce the school’s policy concerning bullying and make sure your child is not afraid to ask for help.