



Appleton School Anti-Bullying Policy

Rationale

At Appleton school staff, parents and children work together to create a happy, caring learning environment. Bullying, either verbal or physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Objectives of this Policy

Appleton School anti-Bullying Policy outlines what Appleton School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community.

Our school community:

- Discusses, monitors and reviews our anti-bullying policy on a regular basis
- Supports staff to promote positive relationships and identify and tackle bullying appropriately
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

Definition of bullying

Bullying is **"Behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally."**

Bullying includes: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and emailing or via social networking sites; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

Identifying and responding to bullying

We will:

- Work with staff and outside agencies to identify all forms of prejudice driven bullying
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through peer support and through the School Council
- Develop staff awareness, including lunchtime staff and teaching assistants, to enable them to identify bullying and follow school policy and procedures on bullying
- Provide support for vulnerable children
- Provide a "feelings box" for children to use which will make the teacher aware of any important issues that they would prefer to talk to an adult about in private

Involvement of pupils/parents and carers

We will:

- Ensure children and parents/carers know how to express worries and anxieties about bullying
- Support children who have been bullied
- Work with children who have been bullying in order to address the problem they have

Strategies for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – this is why they bully.

- Discussions at length with the victim. They will require patience and understanding. Listen, believe and act.
- Identify the bully/bullies. Obtain witnesses if possible. Inform the Head Teacher. Make sure all staff are aware.
- Discussions with the bully. Confirm the details and stress the importance of telling the truth. Make it clear that bullying is not acceptable at Appleton School.
- After these discussions the following procedure will be followed:
 - Sanctions for the bully include withdrawal from favourite activities, loss of playtime, exclusion from school during lunchtimes, exclusion from school. The sanction depends on the perceived severity of the incident.

- Continue to monitor the situation by observing at playtimes and lunchtimes. Checking with the victim to ensure that there is no repetition.
- As the behaviour of the bully improves then the favoured activities etc/can be reinstated, and the child should be praised for better behaviour.
- If the bully continues after the first sanctions then the parents/carers of both the bully and the bullied child will be invited to school to discuss the incident. In all severe cases both families will be contacted immediately and follow up meetings will be planned.

Monitoring and Review

Incidents of bullying are recorded along with actions taken and are kept securely in the Head teacher's office.

We will review this Policy regularly and if incidents occur that suggest the need for review.