

# **Dixons Music Primary Policy Documentation**

## **Policy: Anti-Bullying**

**Responsibility for Review: Principal**

**Date of Last Review: July 2015**

# Anti-Bullying Policy

## Principles

Dixons Music Primary is committed to providing a caring, friendly and safe establishment for all of our pupils so they can learn in a positive and secure environment. Bullying of any kind is unacceptable in Dixons Music Primary. If bullying does occur, all pupils should be able to inform staff and be confident that incidents will be dealt with promptly and effectively.

## Aims

- To prevent the occurrence of bullying.
- To create a positive and safe learning environment.
- To develop individuals' self-esteem and respect for others.
- To have a complete and consistent method for dealing with incidents of bullying.
- To resolve bullying by means of reconciliation, support, or sanctions which is directly linked with our Behaviour for Learning Policy and Equality Statement.
- To ensure parents are partners in supporting the Academy to prevent and tackle bullying.
- All members of Dixons Music Primary community share an understanding of what is defined as bullying (including parents).
- All staff share a consistency of response.
- Staff and pupils recognise the benefit of taking a stand against bullying.
- Governors, parents and other members of the local community are aware of Dixons Music Primary's policy on bullying.
- A high level of awareness of the Anti-Bullying Policy and its aims is maintained through INSET (in-service training) and the wider curriculum.

## What is bullying?

Bullying is a "wilful, conscious desire to hurt, threaten or frighten someone. Bullying results in pain and distress to the victim".

Bullying can be:

<b>Physical harm</b>	Pushing, kicking, punching, pinching, any form of violence
<b>Verbal abuse</b>	Name-calling, sarcasm, spreading rumours, persistent teasing
<b>Cyber bullying</b>	Sending harmful or cruel text or images using any area of the internet or mobile phones
<b>Emotional abuse</b>	Tormenting, making fun of someone, humiliation, isolation by groups of pupils from groups or activities, destroying or spoiling work, dirty looks, spreading rumours, demanding money
<b>Homophobic abuse</b>	Unwanted physical contact, abusive comments, particularly related to sexuality
<b>Sexual abuse</b>	Unwanted physical contact, abusive comments, particularly of an inappropriate sexual nature

## **Racist abuse**

Racial taunts or 'jokes' 'graffiti', gestures, making fun of customs, music, accents. Refusing to work with someone of a different cultural background

Bullying is often a series of apparently minor incidents. Tackling these minor incidents will reduce the occurrence of more major or persistent bullying. Minor incidents include:

- name calling
- looks
- stealing property
- one pupil intimidating another
- spoiling another pupil's work
- pushing in at the dinner queue
- groups of pupils isolating another by not letting him or her join in
- forcing pupils to give up their place at a computer

## **Cyber bullying**

Dixons Music Primary has a duty to safeguard its pupils from all forms of bullying, including cyber bullying.

- Cyber bullying can take place at any time that someone logs on or picks up a phone, and often invades people's personal time and space
- Cyber bullying can involve a large number of people e.g. social networking sites. Images or text messages can be passed quickly from one person to another, or shared websites. This makes it hard to control.
- Cyber bullying can involve a whole range of people who may not normally engage in face to face bullying but feel that bullying through the internet gives them a certain amount of anonymity.
- Cyber bullying can also spiral from a non-bullying action e.g. sending a text to one individual that is then passed on to others
- Many cyber bullying incidents leave an evidence trail, e.g. text messages, print screens, which can all be used as evidence.

## **Signs and symptoms**

There are a number of possible signs and behaviours which might indicate a pupil is being bullied:

- being frightened of journeying to and from school
- unwillingness to come to school
- withdrawn, isolated behaviour
- becomes easily distressed and/or stops eating
- is afraid to use the internet or mobile phone
- complaining about missing possessions
- begins to truant
- feels ill in the morning
- attempt to self-harm

- has difficulty sleeping
- has unexplained scratches, bruises and cuts
- attempt to gain money for unusual requests (stealing is possible)
- school work begins to deteriorate
- becomes aggressive, disruptive or unreasonable
- bullying other pupils
- refusal to talk about the problem
- damaged or incomplete work
- refusing to work in a group or with another pupil

Whatever the intensity of the bullying, staff should intervene. All staff should be vigilant at all times. Every incident, however minor it may seem, is crucial for the pupil involved. Non-intervention condones the bullying;

## Practice

- All staff must be responsive to allegations of bullying.
- It is essential that pupils have the confidence that all allegations are taken seriously and acted upon. The incident will always be investigated and recorded. (See *Appendix 1* for Bullying Investigation form).
- The priority is to give protection and support to the victim.
- Staff must make it clear that the bully's behaviour is totally unacceptable – it is important that disapproval is explained in a calm and rational way – avoid bullying the bully.
- Investigations will be made to ascertain the reasons for the bully's behaviour and, if possible action taken to alter the behaviour of the bully or bullies.
- The victims of bullying should receive support and help to develop strategies for dealing with bullying. In particular, attempts need to be made to rebuild the self-esteem of victims of bullying.
- An incident of bullying must be reported to Classroom Teachers, to inform both the bully's and victim's Classroom Teachers and also be recorded in the anti-bullying log.
- Victims of bullying to receive support.
- The bully will be supported in recognising their unsociable behaviour and offering support to modify that behaviour.
- Sanctions, if appropriate will be decided on the individual incidents and circumstances.
- Parents will always be informed of the incident and the outcome.
- After an incident, there must be "follow-up" to ensure that the problem does not re-surface. Experience suggests that bullying will not take place again if they know that there will be follow-up. This should take place some 2 weeks after the initial incident and then perhaps some further a term later.
- In extreme cases the police will be informed.

## Sanctions

Depending on the severity of the bullying a range of sanctions are available:

- The bully (bullies) will be asked to genuinely apologise however other consequences may also take place, if possible, the pupils will be reconciled.
- Removal from class.
- Internal exclusion.
- Withholding participation in school teams, events or trips.
- In serious cases, fixed term or even permanent exclusion will be considered.
- Police involvement.
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### ***Serious bullying incidents in a classroom***

Sensitivity towards the victim must be exercised in order that he or she is not further embarrassed in front of his or her peers. Similarly, the bully should not be given the opportunity to become a 'hero'.

### ***Safe havens***

Pupils must be aware of places to which they can go during non-teaching time where they feel safe. They should be aware of whom they can contact for support at any time during the day. This can be any member of staff.

### ***Parental involvement***

Following any incident, parents of both bullies and victims should be made aware of the situation and how their actions could help. Teachers should involve parents at an early stage whenever it appears that there may be a problem.

### ***Academy anti-bullying strategy***

Bullying at Dixons Music Primary will not be tolerated and this message will be reinforced regularly. It is important that tackling bullying is seen as an on-going process which involves all members of Dixons Music Primary community.

The message will be delivered through:

- Assemblies.
- Through the PSHE SEAL scheme of work, posters and advice leaflets.
- Positive role models. (E.g. all staff, DTA students).
- Pupils should be constantly made aware that we, as a school, will not tolerate bullying. They must constantly be told that they should not suffer and that any teacher is prepared to help. They should always be encouraged to talk to someone.
- Duty staff should be particularly vigilant when patrolling the school and playgrounds.
- Subject teachers will sometimes be able to incorporate an "anti-bully" message in their lessons, e.g. in literature, drama etc.
- Positive relationship support programmes in place, e.g. positive leadership skills, anger management, assertiveness etc.

- Cyber bullying special assemblies and lessons – pupils to understand the risks of social networking sites and ways to report cyber bullying.
- INSET for all staff.

It is particularly important for pupils to be encouraged to speak to a member of staff if they experience or know of incidents of bullying taking place.

**Help Organisations:**

KIDSCAPE Parents Helpline	0845 1 205 204
Childline	0800 1111
Parentline Plus	0808 800 2222
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

# BULLYING INCIDENT REPORT

<b>Date incident started:</b>	<b>Date today:</b>
<b>Full name of victim:</b>	<b>Class:</b>
<b>Full name of perpetrator/s:</b>	
<b>Class/es:</b>	<b>Racist incident: Yes / No</b>

<b>Incident type</b> <i>(tick all that apply):</i>				<b>Location:</b>			
Family	<input type="checkbox"/>	Religion	<input type="checkbox"/>	Changing room	<input type="checkbox"/>	Playground	<input type="checkbox"/>
Gender	<input type="checkbox"/>	Sexual orientation	<input type="checkbox"/>	Classroom	<input type="checkbox"/>	School offer	<input type="checkbox"/>
Homophobic	<input type="checkbox"/>	Disability	<input type="checkbox"/>	Corridor	<input type="checkbox"/>	Trip	<input type="checkbox"/>
Race	<input type="checkbox"/>	Unspecified	<input type="checkbox"/>	Dining room	<input type="checkbox"/>	Toilet	<input type="checkbox"/>
Religion	<input type="checkbox"/>	Religion	<input type="checkbox"/>	Hall	<input type="checkbox"/>	Various	<input type="checkbox"/>

<b>Incident details</b> <i>(time, place, type of bullying e.g. physical, verbal etc.):</i>

<b>Action taken</b> <i>(tick all that apply):</i>	
1. They will be warned officially to stop offending	<input type="checkbox"/>
2. Informing the bullies' parents / carers of the bullying incidents	<input type="checkbox"/>
3. Internal detentions – inform Key Stage Leader	<input type="checkbox"/>
4. We may arrange for parents to escort the perpetrators to and from the school premises	<input type="checkbox"/>
5. If they do not stop bullying, they will be excluded for a minor fixed period (one day)	<input type="checkbox"/>
6. If they carry on, they will be recommended for exclusion for a major fixed period (up to 10 days)	<input type="checkbox"/>
7. If this behaviour continues, they will be permanently excluded	<input type="checkbox"/>
8. We ensure that incidents involving disabled children are included in these reports	<input type="checkbox"/>

<b>Signed by:</b>	<b>Date:</b>
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**Please keep a copy and give a copy to the Anti Bullying Coordinator**