

DAIGLEN SCHOOL
PREPARATORY SCHOOL and EARLY YEARS POLICY
ANTI BULLYING

This policy takes account of DfE advice Preventing and Tackling Bullying (Oct 2014)

AIMS and OBJECTIVES

At The Daiglen School, staff, parents and children work together to create a happy, caring, learning environment. Bullying, harassment, victimisation or discrimination either verbal, physical or indirect could cause physical, emotional or psychological damage and 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. Daiglen School is a small, happy school with a very good staff/pupil ratio and we pride ourselves on our respect and mutual tolerance and appreciation of differences. We should not, however, allow this to blind us to the fact that incidents of bullying can take place in all schools and that they always require immediate, firm yet sympathetic action.

Parents/guardians have an important role in supporting the school in maintaining high standards of behaviour. It is essential that both school and home have consistent expectations of behaviour and that they co-operate closely together. Acceptance of this policy forms part of our standard terms and conditions.

DEFINITION OF BULLYING

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts, harms or humiliates another person by physical (including sexual), verbal (including cyber bullying via chat room and SMS messages) and emotional means (by excluding, tormenting or spreading malicious rumours). It can also be an unresolved single frightening incident which casts a shadow over a child's life. It can involve manipulating a third party to tease or torment someone.

It can involve complicity that falls short of direct participation. Bullying is often hidden and subtle but can also be overt and intimidatory. Bullying may involve actions or comments that are racist, homophobic, which focus on disabilities or educational needs, religious, cultural, or physical attributes (such as hair colour or body shape), and can cause serious psychological damage.

Cyberbullying –definition:

“Cyberbullying involves the use of information and communication technologies to support deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others.”

Mr Bill Belsey, the creator of the website: <http://www.cyberbullying.org/>

Cyberbullying can involve Social Networking Sites, emails and mobile phones, used for SMS messages and as cameras. (see Acceptable Use Policy)

Bullying can happen anywhere and at any time. We always treat it very seriously. It conflicts sharply with the school's policy on equal opportunities, as well as with its social and moral principles.

SIGNS OF BULLYING

Changes in behaviour that may indicate that a pupil is being bullied include:

- Unwillingness to return to school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others
- Books, bags and other belongings suddenly go missing, or are damaged
- Change to established habits (e.g. giving up music lessons, change of accent or vocabulary)
- Diminished levels of self confidence
- Frequent visits to the doctor with symptoms such as stomach pains, headaches
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, experiences nightmares
- Talking of suicide or running away

Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.

All staff must be alert to children who are vulnerable and at risk from bullying.

PREVENTATIVE MEASURES

In order to identify incidents of bullying and the identities of bullies, at The Daiglen School we have agreed to carry out the following strategies:

- All staff watch for early signs of distress in pupils
- All staff listen, believe, act
- PSHCE lessons regularly incorporate discussions on how pupils can be constructive in adopting anti-bullying strategies.
- Whole school assemblies provide an opportunity to encourage positive behaviour and to reinforce school rules regarding bullying as incidents arise.
- Anti-bullying week is publicised and supported, specific anti-bullying assemblies are usually presented by an expert.
- Other educational elements, for example projects, drama, stories, literature, historical events, current affairs etc. are also used.

- Staff are alerted to potential problems via the staff room notice board and twice weekly briefing meetings and are required to be extra vigilant during break times. It is important that those on duty move around the playground, regularly checking any places which are not in the direct line of sight (behind Y2 classroom, between Y1 and Reception classes and to the side of the dining room). Children are taught to ask permission before going to the toilet so that staff on duty are aware of who is inside the building.
- Weekly Staff Meetings always provide opportunities for pupil matters to be raised including concerns about bullying.
- Termly Reviews of pupils with SEND will highlight those who may be vulnerable to bullying.
- Pupils are encouraged to go to any member of staff if they wish to disclose concerns, or if they know that bullying is taking place.
- All reported incidents are recorded and investigated at once. We always monitor reported incidents. Due consideration is given to emerging patterns suggesting extended persecution of a particular pupil or of patterns of bullying behaviours from particular perpetrators.
 - Should there be any concern that the nature of the bullying is placing either the victim or perpetrator at risk of significant harm Child Protection procedures will be followed. See Safeguarding Policy .
- The school displays advice on where pupils can seek help, including details of confidential help lines and web sites connecting to the external specialist Childline.
 - All incidents are recorded on our MIS system and records will follow a child throughout school. On transition to another school relevant information will be shared with receiving school via transition meeting with documentation shared if necessary.

STRATEGY FOR DEALING WITH BULLYING

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent(s) or other interested people.

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 – that is why they bully.

- Discussions at length with the victim. This will require patience and understanding. Remember – Listen, believe, act
- Identify the bully/bullies. Obtain witnesses if possible. Advise the Head teacher or Assistant head, who will ensure that the bullying is recorded on the SLT secure file on the Staff server.
- Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at Daiglen.
- If they own up then follow the procedure outlined below and in the Behaviour Policy

- If they do not own up, investigate further. If it is clear that they are lying, continue with the procedure. Children usually own up if presented with all the facts
- Separate discussions with parents of bully and victim
- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes or exclusion from school, depending on the perceived severity of the incident(s)
- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with the victim to ensure no repetition.
- As the behaviour of the bully (hopefully) improves, then favoured activities etc. can be reinstated, and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying, or could have been low anyway, hence the bullying

Each term, or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

- a) Remember that your silence is the bully's greatest weapon.*
- b) Tell yourself that you do not deserve to be bullied and that it is wrong.*
- c) Be proud of who you are. It is good to be individual.*
- d) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.*
- e) Stay with a group of friends/people. There is safety in numbers.*
- f) Be assertive – shout "No!". Walk confidently away. Go straight to a teacher or member of staff.*
- g) Fighting back may make things worse.*
- h) Generally it is best to tell an adult you trust straight away. You will get immediate support.*
- i) Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.*

What do you do if You Know Someone Is Being Bullied?

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.*
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.*

c) Do not be, or pretend to be, friends with a bully.

Reviewed: Spring 2018 TD

Next review: Spring 2020