



**Catshill Middle School and Catshill First
School & Nursery**

Anti-Bullying Policy

Reviewed: September 2016

Next Review: September 2017

Signature Chair of Committee

Date

Worcestershire County Council (WCC) Commissioned Services

Human Resources – Liberata

Learning and Achievement – Babcock Prime

Admissions – Babcock Prime

Finance - WCC

Don't Offend – Be A Friend

Catshill Middle School Anti-Bullying Policy

Bullying is deliberate long standing harassment or aggressive acts which cause hurt to others. The hurt can be physical, verbal or psychological, inflicted by one person or a group. It is an insidious social problem found in all areas of society, including the school environment.

It can include one or more of the following:

- being hit, kicked, pinched, spat at or threatened
- being called names
- making a fool of someone
- teasing or sending nasty notes
- spreading rumours or malicious gossip about someone
- deliberately destroying another child's property
- repeatedly excluding someone by not talking to them or letting them join in
- locking someone in a room
- nasty text messaging and e-mailing
- hurtful remarks about people's sexual orientation

BUT it is not bullying when two children of approximately the same age and strength have the occasional fight or quarrel.

Remember

- Bullying is not saying something bad to someone once when you are angry
- Bullying is done on purpose and continues over days, weeks or months

THE IMPACT OF BULLYING

Those who are bullied:

Those who are bullied can suffer serious harm. They may feel like they are not good enough or that there is something wrong with them. They do not feel safe and may feel like nobody likes them, When we feel like this, we might find it difficult to make or keep friends and feel very lonely. Having lots of worries can make us feel unwell and will also make school work very difficult. Sometimes children and young people who feel worthless and very unhappy harm themselves. Some young people have ended their own lives to escape the pain of bullying.

Those who bully:

Children and young people who bully others can also be harmed by the experience. Bullying can lead to taking part in gangs, being in trouble with the police and being taken out of school. Children and young people must learn that bullying behaviour is not the way to get something they want. If people learn to get what they want from making people afraid, fighting and crime will grow. Also, adults who bully other people are not good role model for children and young people.

Bystanders:

Bystanders are people who see the bullying but do nothing to help. Bystanders can change what happens. Some bystanders may join in with the bullying by laughing, which the bully will like. A bully is less likely to bully without his or her supporters. Most bystanders feel uncomfortable and do nothing to help, because they fear that they may also be bullied. Doing nothing can be seen as supporting the bullying. We should help others to feel safe. A setting, such as a school or youth club, that makes sure it is everybody's job to help and support others can help bystanders to stand by and help the person who is being bullied.

All steps are taken to ensure a safe environment in school

The school will discourage bullying through:

- a. Environment - The school's behaviour policy includes procedures for ensuring good behaviour and enforcing school rules. Anti-bullying procedures are included in this policy and it is regularly reviewed. As far as is reasonably practical structures and procedures embedded in this policy should minimise the incidence of bullying in this school.
- b. Regular pupil questionnaires inform of hot spot areas which are then closely monitored.

It is the ultimate responsibility of the whole of our school and the community at large to discourage bullying by the development of a caring and supportive environment.

This is achieved by:

- promoting self-discipline and proper regard for authority amongst pupils
 - encouraging good behaviour and respect for others
 - ensuring that pupils' standard of behaviour is acceptable
 - regulating and monitoring pupils' conduct
- c. Education – The issue of bullying is explored in Personal, Social and Health Emotional Education lessons, whole school and year assemblies, Circle Time and Class and School Council meetings.

- d. Support for victims – all complaints of bullying should be taken seriously. Peer counselling and Peer monitoring may be implemented as well as Assertiveness Training and Raising Pupils' Self Esteem. A Buddy System operates in the playground.
- e. Sanctions for bullies – bullying should be dealt with using the framework of sanctions outlined elsewhere in the Behaviour Policy. Temporary removal from 'social areas' of the school may be necessary until the problem is resolved to avoid further conflict. Attempts should be made to modify the bully's behaviour, rather than merely punish the wrong doing.

Key action following a report of a bullying incident

1. The Bullying Incident form is started.
2. The incident is discussed with the pupils individually.
 - a. Support is given to the victim
 - b. Efforts are made to ensure that the bully is dealt with fairly
3. Both pupils are seen together for a mediation session.
4. A review meeting is held after about two weeks.
 - a. If no further incidents are reported the forms are filed
 - b. If there is evidence of further provocation a discussion takes place about the support that school and parents need to give
5. A meeting is arranged with the pupils' parents or carers.
6. Once the incident has been successfully resolved, unless there is further occurrence of bullying, the incident is not referred back to.

NB Legal Judgement: Bradford-Smart v West Sussex CC Bullying - 8th November 2000

Within the judgement, Mr Justice Garland has made a number of important rulings, namely:-

- only persistent targeting of a victim can amount to bullying;
- that a school discharges its responsibility by taking positive defensive measures;
- that a school does not owe a duty of care to prevent bullying outside its premises.