



Park House
English School

Anti-Bullying Policy

What is bullying?

Bullying is behaviour which deliberately makes another person feel uncomfortable, distressed or threatened. Bullying is repeated over time. Bullying makes those being bullied feel powerless to defend themselves.

While there is no single definition of bullying, there are three characteristics that are included in most definitions:

- The behaviour is intended to cause distress
- The behaviour is repeated
- There is an imbalance of power between the perpetrator(s) of bullying and the target(s)

Why are we against bullying?

At Park House English School, we are against bullying because:

- Bullying is hurtful
- Everyone has the right to feel welcome, secure and happy at our school
- We should treat everyone with respect
- Those who are bullying need to learn different ways of behaving

What types of bullying are there?

- **Physical:** pushing, kicking, hitting, punching, slapping or any form of violence
- **Verbal:** name-calling, teasing, threats, sarcasm
- **Cyber:** all areas of internet misuse, such as nasty and/or threatening emails, misuse of blogs, gaming websites, internet chat rooms and instant messaging, mobile threats by messaging & calls
- **Misuse of associated technology,** i.e. camera and video facilities
- **Relational aggressive:** often referred to as emotional bullying and involves social manipulation e.g. excluding people from a group, spreading rumours, breaking confidences or sharing secrets, recruiting others to dislike a target. This type of bullying can be carried out by girls more than boys.
- **Prejudicial:** based on stereotypes and prejudices children have towards people who are different from them. This type of bullying can encompass all the other types of bullying as well. For instance, victims of prejudicial bullying may experience cyberbullying, verbal bullying, relational aggression, and physical bullying.

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares.

- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home very hungry
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile
- Nervous or jumpy when a cyber-message is received
- Gives improbable excuses for their behaviour.

Prevention

We will use some or all of the following to help raise awareness of and prevent bullying. As and when appropriate, these may include:

- Implementing the school Code of Conduct
- Raise awareness of bullying through activities, e.g. PSHE and a whole school approach to 'Anti- Bullying Week'
- Assemblies to be based around the school values e.g. diversity
- Involving the Student Council in the topic of bullying
- Ensure that age appropriate reading material is available in the school library.

Procedure for reporting and responding to bullying

Pupils:

- Tell your Form Tutor/Class Teacher, or any member of staff you feel comfortable with
- Tell your parents
- If you witness bullying or a friend tells you they are being bullied, tell a teacher or other staff member.

Parents:

- If you suspect bullying or your child has told you they are being bullied, contact their Form Tutor/Class Teacher. Any reports on bullying will initially be dealt with by the Form Tutor/Class Teacher/Year Group Leader
- If you wish to take this further, contact the Assistant Head/Deputy Head and then the Head of School.

Response to bullying:

- All reports will be taken seriously and follow the school procedures
- Parents will be kept informed of the outcomes of the investigation and the actions taken
- Records of bullying will be recorded on the files of all involved.

An incident is reported or witnessed:

An incident is reported to a member of staff or by a member of staff who has witnessed an incident

Investigation:

The incident is investigated by a member of staff. They investigate the nature, those involved and seriousness of the incidents and complete Form 1. Email Form 1 to Form Tutor / Class Teacher & signed copy to Deputy Head for filing.

Form Tutor/ Class Teacher should look for evidence that the behaviour:

- has occurred before or by its nature has caused repeated experience or fear of it e.g. cyber bullying or serious incident
- was deliberately intended to cause harm and/or distress
- has created a sense of powerlessness on the part of the individual being targeted

Hurtful behaviour has occurred but the definition of bullying/racist incident has not been satisfied. Further action Form Tutor/ Class Teacher should take, in conjunction with Deputy Head:

- ensure Form 1 has been completed and saved in the file of all those involved
- provide support to those involved
- decide if any sanction needs to be applied in accordance with the school's behaviour policy
- provide extra learning and skill practice opportunities if needed
- engage internal / external support if necessary

Evidence of bullying/racist incident has been found. Further action Form Teacher/ Class Teacher should take, in conjunction with Deputy Head:

- complete Form 2 & signed copy to Deputy Head for filing
- Provide support to those involved
- inform parents/carers of those involved, ensure at each stage they understand the action that the school will be taking
- decide if any sanction needs to be applied in line with the school's behaviour policy
- provide extra learning and skills practice opportunities if needed
- engage internal / external support if necessary.

Support available:

Support for those bullied:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupil that they have done the right thing by making a report and that the school will be responding
- Offering continuous support
- Ensuring safety
- Working to restore self-esteem and confidence.

Support for those that bully:

- Discussing what happened
- Discovering why they became involved
- Exploring different perspectives as appropriate
- Establishing what the hurtful behaviour is and the need to change informing parents or guardians to support change in the pupil.

If a pupils or pupils found to be bullying fail to respond to support then sanctions will be applied and may lead to suspensions and permanent exclusion from the school.

Evaluation

Appendices