



Anti-Bullying Policy

Introduction

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behavior, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behavior. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school.

Why is an anti-bullying policy necessary?

We believe that our pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied. All institutions, both large and small, contain some numbers of pupils with the potential for bullying behavior. We believe that good discipline and organization can minimize the occurrence of bullying. We also hold PSHE sessions on the promotion of good citizenship and behavior, where it is made clear that bullying is a form of anti-social behavior. It is wrong and will not be tolerated.

We recognize that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

It is important therefore that we have a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

What is bullying?

Bullying can occur through several types of anti-social behavior. It can be:

- **Physical**

A child can be physically punched, kicked, hit, spat at, etc.

- **Verbal**

Verbal abuse can take the form of name calling, teasing, taunting or threatening. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

- **Exclusion**

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

- **Cyberbullying**

Bullying can also take the form of online abuse.

- **Damage to property or theft**

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them.

At Alexandra House School, among our school rules which are presented to the children and discussed at regular intervals, we state clearly:

Rule D.4: We never hurt another child physically or verbally.

Rule D.5: We play with all our friends.

The following advice is also shared with the children and they are reminded when it is appropriate.

What is a bully?

A bully is someone who often picks on you either upsetting you or frightening you. They may hurt you, call you names, take things from you or try to make you do things you do not want to do.

What you can do if you think you are being bullied

- Tell someone about it. (Your teacher, parents, another grown up or a friend)
- Tell yourself that you do not deserve to be bullied, and that it is wrong!
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
- Stay with a group of friends/people.

Remember:

- Your silence is the bully's greatest weapon!
- Bullying can be prevented or stopped.
- Fighting back may make things worse.

What to do if you see someone else being bullied

- Tell a grown up.
- Make sure your teacher knows about it.

We do not want bullies in our school

Advice is also given to parents:

If they think their child is being bullied, they should inform the school.

They can also help their child by:

- Telling them they do not deserve to be bullied.
- Telling them to be proud of being an individual.
- Helping them to be positive - to walk and act confidently even if they don't feel like that inside.
- Not encouraging the children to fight back. This often makes the situation much worse.
- Encouraging them to tell the teacher what has happened straight away.
- Taking an active interest in their child's social life at school (friendships, activities etc.)

As a school we will continue to:

- Listen to genuine concerns of children.
- Organize the school to minimize opportunities for bullying.
- Help children to learn the proper ways to behave towards one another.
- Deal quickly, firmly and fairly with any incidents.
- Involve parents when it is necessary.
- Identify bullies and support victims.
- Develop a code of behaviour that sets out how everyone involved in our school is expected to behave, in face-to-face contact and online.
- Hold regular discussions with staff, volunteers and children about bullying and how to prevent it.
- Provide support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying.
- Respect the fact that we are all different.
- Make sure that no one is without friends.
- Deal with problems in a positive way.
- Check that our anti-bullying measures are working well.

Action to be taken when bullying is suspected.

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken: Help, support and counselling will be given as is appropriate to both the victims and the bullies. If, after gathering information, bullying has been found to have taken place, the following disciplinary procedure is in place:

Disciplinary steps:

- The bully will be warned officially to stop offending.
- If the bully continues after several warnings, the bully's parents or guardians will be involved.
- They may be excluded from the playground at break times and/or have a detention.
- If they do not stop bullying they will be suspended for a minor fixed period (one or two days).
- If they then carry on they will be recommended for suspension for a major fixed period (up to five days) or an indefinite period.
- If they will not end such behavior, they will be recommended for permanent exclusion.

Conclusion:

There is no place in school life for bullying. Teachers, children, parents and school directors need to work together to make school life happy and secure.