



ANTI-BULLYING POLICY

This policy applies to the whole school, from the EYFS to Year 6.

Aims and Objectives

Dair House School is committed to providing a caring, friendly, safe and secure environment for all of our children so they can learn in a relaxed and sound atmosphere, without anxiety.

Bullying is unacceptable at our school. We do all we can to prevent it, by developing a whole school ethos in which bullying is regarded as unacceptable.

This policy aims not only to help staff and pupils to deal with bullying when it occurs, but also to prevent it.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the minimisation of bullying in our school.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a TELLING School. This means that anyone who knows that bullying is happening is expected to tell the staff.

All adult members of our school community should be vigilant to recognise where bullying is taking place, and deal with it thoroughly and with sensitivity.

This policy is written with reference to Department for Children, Schools and Families (DCSF) guidance.

Bullying – the definition

Bullying is action taken by one or more children with the deliberate intention of hurting another child. Bullying can be:

- **Racial**: racial taunts, graffiti, gestures.
- **Religious**: picking on children for their different religious beliefs and ways of living.
- **Cultural**: where there are differences in children's cultural experiences.
- **Sexual**: unwanted physical contact or sexually abusive comments.
- **Homophobic**: because of, or focusing on the issue of sexuality.
- **Learning Support/SEN/Ability/Disability**: where children perceive a difference either physically or intellectually between themselves and another child.
- **Cyberbullying**: the use of mobile phones, computers, text messages, photographs, social websites and email to support deliberate, repeated and hostile behaviour by an individual or group that is intended to harm others.
- **Emotional/ Psychological**(indirect bullying): being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), deliberately excluding from social groups or an activity, or malicious rumours, e-mails or text messages that may lead to suicide in extreme cases.
- **Physical harm** or its threat: pushing, kicking, hitting, taking or hiding belongings, punching or any use of violence; deliberately destroying or damaging work or possessions or removing property.
- **Verbal**: name-calling, sarcasm, spreading rumours, teasing.

We must uphold the view that all pupils should be able to work and play without any fear of being bullied by any other person.

The Seriousness of Bullying

All forms of bullying are taken very seriously by all staff and governors at Dair House School. Bullying can cause psychological damage even ending in suicide.

All accusations of bullying are to be dealt with as quickly as possible using the procedures outlined in this policy.

Signs and Symptoms of Bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:

- changes their usual routine;
- is unwilling to go to school (school phobic);
- begins truanting;
- becomes withdrawn, anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do poorly in school work;
- comes home with clothes torn or books damaged;
- has possessions go "missing";
- asks for money or starts stealing money (to pay bully);
- has unexplained cuts or bruises;
- becomes aggressive, disruptive or unreasonable;
- is bullying other children or siblings;
- stops eating;
- is frightened to say what's wrong;
- gives improbable excuses for any of the above.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

When an incident of bullying is reported the procedure below should be followed so that the incident can be investigated successfully and that patterns of behaviour can be identified:

- The teacher should investigate thoroughly any alleged bullying with compassion, objectivity and in absolute confidence.
- For minor, isolated incidents, the teacher should deal with the incident in accordance with the Dair House sanctions policy and keep a record in their Class Pupil File.
- For more serious and repeated incidents, the Deputy Head should be consulted and an action plan, including disciplinary sanctions and counselling, should be agreed. This should recognise that suitable support is needed, both for children who are being bullied and for pupils who bully others, as well as detailing appropriate disciplinary measures. The Deputy Head will record this in 'The Record of Pastoral Care and Behaviour Meetings' kept by the Deputy Head.

- If it is felt necessary to contact/meet with parents, a concise entry should be made in the Behaviour Incidents record book by the Deputy Head or the Head of EYFS; this book is kept in the Bursar's Office.
- A copy should also be made for the Class Pupil File and the pupil's file in the Bursar's Office.
- If the problem persists, the Headmaster and Deputy Head /Head of EYFS will meet with the pupils and parents of the children involved. This will also be recorded as above.

Staff Training

Dair House aims to keep all staff fully trained and able to deal with bullying.

We use staff meetings and INSET days to up-date staff on procedures and new initiatives.

We regularly discuss and review regularly the behaviour in, and supervision of, areas such as the changing rooms and playtimes to minimize any possible opportunities for children to be bullied.

The Head of ICT teaches awareness of cyberbullying and how to stay safe and happy when using social networking sites.

Newly appointed staff receive guidance on this policy from the Child Protection Officer.

Outcomes

If possible, the pupils will be reconciled after the incident/incidents have been investigated and dealt with.

Each case will be monitored to ensure continued bullying does not take place.

- The bully (bullies) may be asked to apologise.
- The bully (bullies) may be removed from certain situations and have certain privileges removed.
- Children may be asked to enter into an agreed behaviour contract.
- In serious cases, exclusion, firstly for a short period of time of 2/3 days will be considered. This may be repeated at the discretion of the Headmaster. At this stage the Chair of Governors would be informed.
- If the bullying still continues, parents will be asked to look for a new school for their child.

Prevention and Anti-Bullying Strategies

The following methods for helping to prevent bullying may be used as and when appropriate:

- writing stories or poems or drawing pictures about bullying.
- reading stories and poems about bullying issues.
- reading stories about bullying or having them read to a class or assembly.
- making up role-plays.
- discussions about bullying and why it matters.
- advocating that children can write/draw their concerns and post them in confidence in the "Worry Box". "Worries" are addressed to the Deputy Head.
- supporting schemes that encourage children to make friends.
- historical events and current affairs.
- teaching assertiveness skills and confidence-building to the class.
- using time during PSHE classes to talk about bullying/intimidation in general and raise pupil awareness through initiatives such as "Anti-Bullying Week".
- bullying awareness notices are displayed around the school.

The Role of Parents

Parents who are concerned that their child is bullied or bullying, should contact their child's teacher immediately. If they wish to take the matter further, they should contact the Deputy Head or Head of EYFS. Ultimate recourse may be made to the Headmaster if it is deemed necessary. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Links with Other Policies

The Anti-bullying policy forms part of a package policies that endeavour to ensure all our children, whether they are the victim or the bully, are supported and appropriate procedures are applied throughout.

N.B. Related Dair House School policies are Child Protection, Behaviour (outlining sanctions and rewards) and PSHE; all these policies are linked to the Every Child Matters guidance.