



Phoenix Arch School

Anti - Bullying

This policy should be read in conjunction with the school's Behaviour Policy.

PURPOSE

There are a number of very important reasons for challenging bullying behaviour in schools:

- The safety and happiness of pupils. When pupils are bullied, their lives are made miserable. They may suffer injury. They may be unhappy about coming to school. Over time, they are likely to lose self-confidence and self-esteem. Some may blame themselves for 'inviting' bullying.
- Educational achievement. The unhappiness of bullied pupils is likely to affect their concentration and learning.
- Providing a model for helpful behaviour. If they observe bullying going unchallenged, other pupils may learn that bullying is a quick and effective way of getting what they want. Those pupils who are being bullied may interpret the school's inaction as condoning unacceptable behaviour. They will feel badly let down by adults in authority.
- Having a reputation as a caring school. No school can claim with absolute confidence that "there is no bullying here". Every school has some degree of bullying, even if only slight or infrequent. Parents know this. They will be impressed and reassured by Christ Church which demonstrates both through policy and action that it will respond positively and effectively to bullying.

RESPONSIBILITIES

- a. The governing body is responsible for ensuring this policy is adhered to.
- b. The Head Teacher is responsible for ensuring this policy is implemented.
- c. All staff must read this policy sign accordingly.

REVIEW

To be reviewed annually by the Head Teacher and SLT for approval by the governing body.

School Policy

AIMS

The aim of our Anti-Bullying Policy at Phoenix Arch is to create an environment where all members of the school community feel safe, respected and valued, and where bullying cannot flourish.

How we define bullying

There are five identifying features of bullying:

- It is deliberate, hurtful behaviour
- It is often repeated over a period of time
- It is often difficult for those being bullied to defend themselves
- It is difficult for those who bully to learn new social behaviours
- The bully has, and exercises, power over the victim

Bullying can take a number of forms:

- Physical [e.g. hitting, kicking]
- Verbal or emotional [e.g. name calling, excluding someone from social groups, spreading nasty stories about someone, threatening or coercion]
- Damage or theft of belongings [e.g. taking lunches, destroying school work]

All forms can be damaging to the victim.

How we deal with incidents of bullying

- We do not leave incidents of bullying unchallenged
- We log all incidents of bullying

- We offer reassurance and support to the victim
- We liaise with the victim's family to ensure continued support
- We implement sanctions against the bully and draw up a behaviour support plan in accordance with guidelines set out in the school's Behaviour Policy

The following appendices offer further advice and support.

Appendix 1 Information for pupils

Appendix 2 Information for parents and families

Appendix 1: Information for pupils

If you are being bullied

- Be firm and clear – look them in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away

If you have been bullied

- Tell a teacher or another adult in the school
- Tell your family
- If you are scared to tell a teacher or an adult on your own, ask a friend to go with you
- Keep on speaking up until someone listens
- Don't blame yourself for what has happened

When you are talking about bullying with an adult, be clear about

- What happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already
- **If you observe bullying, try to take an active stand by:**
- Not allowing someone to be deliberately left out of a group
- Not laughing or smiling when someone is being bullied
- Telling a member of staff what is happening
- Encouraging the bullied pupil to join in with your activities or groups
- Telling the bullying pupil to stop what they are doing
- Showing the bullying pupil that you disapprove of his or her actions

- **Appendix 2: Information for parents and families**
- **If your child has been bullied**
- Calmly talk with your child about his/her experience
- Make a note of what your child says – particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened
- Reassure your child that s/he has done the right thing to tell you about the bullying

- Explain to your child that should any further incidents occur s/he should report them to a teacher immediately
- Make an appointment to see your child's class teacher
- Explain to the teacher the problems your child is experiencing
- **Talking with teachers about bullying**
- Try and stay calm – bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- Be as specific as possible about what your child has happened – give dates, places and names of other children involved
- Make a note of what action the school intends to take
- Ask if there is anything you can do to help your child or the school
- Stay in touch with the school; let them know if things improve as well as if problems continue
- **If you are not satisfied**
- Families who feel that their concerns are not being addressed appropriately by the school might like to consider the following steps:
- Make an appointment to discuss the matter with the Headteacher and keep a record of the meeting
- If this does not help, write to the Chair of Governors explaining your concerns and what you would like to see happening
- Contact local or national parent support groups for advice
- As a last resort, contact the Local Education Authority