



## **Anti-Bullying Policy**

### **RATIONALE**

At St Margaret's Academy all bullying is taken seriously and action will be taken to address any bullying within school. Any potential bullying situation which is ignored will be interpreted as acceptance by pupils. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with incidents quickly and effectively. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

### **PURPOSES**

The aims of this policy are:

- To ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied.
- To promote the right of every child to be free of disturbance and disruption from other children.

### **DEFINITION**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, in order to give a feeling of power or status to the bully.

The main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, teasing, racist remarks and cyber bullying)
- indirect (spreading rumours, excluding someone from social groups)

### **RECOGNITION**

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

### **GUIDELINES**

Within the curriculum the school will raise the awareness of the nature of bullying through PSHE lessons, assemblies, anti-bullying week and events, visits from external speakers and pupil

conferencing as appropriate, in an attempt to eradicate such behaviour.

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Head Teacher or Deputy.
- The Head Teacher or Deputy will interview all concerned and will record the incident.
- Parents will be kept informed.
- Sanctions will be used as outlined in the school's Managing Behaviour Policy and in consultation with all parties concerned.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or carers to help change the attitude of the pupil

The following disciplinary steps can be taken for the perpetrators of bullying:

- Official warnings to cease offending and parental involvement
- Exclusion from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

NB This is in conjunction with the school policy on Managing Behaviour; E-Safety policy and Child Protection Policy.

**Reviewed:**

**September 2016**