

# Demeter House School Anti-Bullying Policy

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This policy has been developed and implemented in consultation with the whole school community including pupils, parents/ carers, staff.

Whole school statement

The purpose of this policy is;

1. To effectively deal with, acknowledge, and respond to any form of bullying when it occurs. Bullying can hide in all forms of work and play. In order to resolve bullying issues we encourage all children, employees, parents / carers and another person who is on site to be open and honest with each other.
2. To protect and support those who are bullied.
3. To educate the bully on the effects of their behaviour, and to help the bully with any problems they may be experiencing which may lead them to bully others, with the anticipation of the bully changing their behaviour towards others.

**Review date:** Sept 2017

**Signatures**

**Pupils**

*(Via the school Council)* .....

**Staff**

*(Anti-bullying Co-ordinator)* .....

**Head teacher** .....

**Why have an anti-bullying policy?**

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'Every Child matters'

- Everyone has the right to feel welcome, secure and happy
- We should treat everyone with consideration
- If bullying happens it will be dealt with quickly and effectively
- Bullying of any kind is unacceptable at our school.



## 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.

## What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)

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- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money / good with threats)
- Cyber (all areas of the internet, e-mail and internet chat-room misuse, including social networking sites. Mobile phone threats by text messaging and calls.
- Misuse of associated technology i.e.: camera and video facilities including those on mobile phones, Nintendo DS, I-pods.
- Racist (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)

## **What are the signs that bullying is taking place.**

A person may indicate by signs or behaviour that they are being bullied. Everyone should be aware of these possible signs and should either report it to the relevant member of staff or investigate themselves.

In light of the complex needs such as ASD or other social, emotional behavioural problems of the children that attend Demeter House school, The signs and behaviours below may occur as part of the child's normal behaviour, however if they occur more often or the pattern of their behaviour changes that's when further investigation should be carried out.

- Does not want to go on the school bus
- Changes in **their** usual routine
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious or lacking in **their** normal presenting confidence.
- Threatens or attempts suicide
- Threatens or attempts self-harm
- Feels ill in the mornings
- Performance in school work begins to drop
- Comes home with cloths torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber-message is received

## **What causes bullying?** (Taken from the discussion during from time)

It was established that people bully for a variety of reasons

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- To feel powerful
- Out of jealousy
- To feel good about them selves
- To be in control
- Because they want something ( attention, possessions or friends)
- To look good in front of other people
- To feel popular
- Because of peer pressure
- For fun
- Because they are being bullied them selves
- Because they see and pick on an easy target (someone who will not be able to defend themselves from the bully)

## **How can we prevent Bullying?**

- Developing an effective anti-bullying policy which acts as a working document that develops with times as the needs of children change.
- To develop effective anti-bullying ethos that is put into practice, to implement the anti-bullying pathways to help.
- By doing this we aim to achieve a safer and a more aspirational environment, with consequent improvements in attitudes, behaviour, and relationships and with a positive impact on learning and achievement.
- Regular praise of positive and supportive behaviour by all staff.
- Work in school which develops empathy and emotional intelligence (SEAL)
- Any incidents treated seriously and dealt with immediately.

## **Why is it important to respond to bullying?**

**Bullying Hurts, it can leave a lasting impact on a child's life long after they leave school.**

Everybody has the right to be treated with respect.

Everybody has the right to feel happy and safe.

No-One deserves to be a victim of bullying.

Bullies need to understand the consequences of their actions on others, and learn a new way of being around their peers.

**Agreed: September 2016**  
**Review by: September 2017**

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**Our School will respond promptly and effectively to reported incidents of bullying**

**Taken from Pupils views 17<sup>th</sup> June 2013**

**Step 1;** If a child says they are being bullied then the teacher / TA will listen to them and their story, then go speak to the other person who is doing the bullying. The teacher / TA will ask them what the problems are between the two pupils. The person doing the bullying will be given a warning and a X in accordance with the schools privilege and sanction system. The bully will be given the opportunity to talk about any of their own worries and concerns that may have led to them bullying someone else. This will be the designated member of staff P.B

**Step 2;** If the bullying reoccurs despite step 1's actions, then the designated anti-bullying co-ordinator will pick up the issue. (P.B) The anti-bullying Co-ordinator will sit with both children separately in order to get both sides of the story. They will then have a mediation where both children sit down together and talk about the problems they have with each other, what brought them to this point, and what could be done differently. There will be some form of reparation for the victim, appropriate to the actions of the bully. This could consist of an apology & a hand shake, or something more. A peer mentor may be assigned to support the bully.

**Step 3;** The person doing the bullying will lose their break and part of their lunch. Areas where the bullying is taking place will be clearly identified such as lesson time, or break & lunch times. If the bullying is taking place during breaks and lunch then it will be the Bully who is removed from the situation not the victim. The bully will lose Fun Friday privileges, again there will be another mediation to discuss the latest incident and show the victim that actions are being taken. If bullying is taken place in the classroom then the bully will be moved to a different place in the class so they cannot bully the other person. Actioned by the anti-bullying Co-ordinator. One-one session will be offered, as-well as anger management, self-esteem building sessions.

**Step 4;** will involve parents and the P.C.S.O. Firstly parents will be informed of their child's actions as-well as evidence of what actions have been taken so far, They will be informed that the P.C.S.O will be requested into school to talk to the person doing the bullying, aspects of the law will be highlighted, and about what future actions could be taken if the bullying persists. The pupil will be made to sign a personalised behaviour contract in relation to the person who is being bullied. A copy of this will be sent to parents as well a copy of the mediation between the two pupils the P.C.S.O and the anti-bullying co-ordinator. Isolation & Loss of other privileges will continue till deemed appropriate that the pupil can be around others.

**Step 5;** the head teacher will call a meeting with the pupils parents, and the pupil involving the anti-bullying co-ordinator. Alternative provisions of education will be discussed either in school such as one-one teaching & learning (at extra cost to the parents) or short term suspension, from school as a whole. The P.C.S.O will be brought back in to discuss the wider effects it could have on the pupil in the community. Punitive sanctions will still be enforced in school. External agencies maybe contacted such as CAMHS, youth counselling service.