

ANTI-BULLYING POLICY

1. Pupils have the right to be educated in an atmosphere that is free from fear. As a school, we expect that teachers, governors, parents and pupils will do all that they reasonably can to protect pupils from intimidation, assault or harassment.
2. The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated
3. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:
 - physical (hitting, kicking, theft)
 - verbal (name calling, racist remarks)
 - indirect (spreading rumours, excluding someone from social groups, e-bullying – using text messaging/social networking sites)
4. 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.

Procedure

5. Teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.
6. 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 verbal account of the incident will be given to the headteacher
 - The headteacher will interview all concerned and will record the incident.
7. All members of staff will be kept informed by the headteacher, as we believe that everybody can contribute to a solution.
8. Parents will be kept informed when the incidents show a pattern or if an incident is particularly bad.
9. Disciplinary steps will be taken as appropriate and in consultation will all parties concerned.
10. Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or another member of staff if they prefer
 - reassuring the pupil
 - offering continuous support
 - restoring self-esteem and confidence.
11. Parents will be offered information on how to contact the Anti-bullying Cornwall scheme that can be found on the NHS Kernow website.
12. 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 guardians to help change the attitude of the pupil
13. The following disciplinary steps can be taken:
- sanctions from the school's normal 'Behaviour Policy' such as loss of playtime
 - official warnings to cease offending (with parent/s present)
 - pupils may be placed on a 'behaviour monitoring programme' e.g. report card
 - minor fixed-term exclusion
 - major fixed-term exclusion
 - permanent exclusion.
14. Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, circle-time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.
15. Parent seeking advice or support may ask the school for advice or could seek help from NHS Kernow or from Healthy Schools Cornwall.
16. The school is aware of the good work of the Anti-bullying Cornwall campaign and will look to them for ideas and solutions if normal action seems not to be working, will use the national annual anti-bullying week in November to raise awareness and will build pupil's confidence through the effective use of the regular PSHE and Pupil Voice lessons.

Monitoring, evaluation and review

17. All reported incidents of alleged bullying must be recorded by the headteacher.
18. The head teacher will include incidents of alleged bullying in the reports to governors each term.
19. The governors will review this policy annually and assess its implementation and effectiveness.