



## **Arnold Lodge School Anti-bullying policy**

**The school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment**

---

### **Aims:**

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 there is zero tolerance of bullying at Arnold Lodge. Issues of bullying will be addressed so that pupils feel safe and secure and are able to fully benefit from the opportunities available at school.

---

### **Objectives:**

To have a structured and effective supervision of pupils

To ensure that teachers and pupils are aware that bullying will not be tolerated between pupils, between staff and between pupils and staff

To ensure that pupils develop a sense of right and wrong

For staff to model respectful and empathetic relationships with other staff, towards parents and to pupils

For all incidents of bullying to be reported, recorded and addressed in the manner prescribed below

Through the emphasis on “speaking and listening” throughout the school, pupils will be empowered to speak openly about their experiences and feelings

For parents to play an active part, in co-operation with the school, in enabling pupils who have bullied to change their behaviour, and to support those who have been bullied

---

### **Definition of Bullying:**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying

can take many forms, including racial, religious, cultural, sexual/sexist, homophobic, disability and cyber attacks. The main types of bullying are

- Physical (e.g. hitting, kicking, theft)
- Verbal (e.g. name calling, racist, sexist, homophobic remarks)
- Indirect (e.g. spreading rumours, excluding someone from social groups)
- Cyber intimidation (e.g. by mobile telephone, social websites, email, photographs and text messaging)

Bullying is to be taken very seriously, since it can cause psychological damage and even suicide (although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour).

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 changing work patterns, lacking concentration or truanting from school.

Teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. Pupils must be encouraged to report bullying in school.

---

### **Strategies for implementation:**

#### **Teachers will:**

Share the vision and goals of the school and help pupils to develop clear values and a strong sense of community

Recognise all kinds of achievement and raise pupils' self esteem

Encourage and enable pupils to take responsibility for their learning and actions

Give pupils good feedback on performance and actions to enhance self awareness and help them set targets for future development

Show pupils respect and encourage higher levels of pupil participation, motivation and personal responsibility

Encourage pupils to come to an understanding of the rich variation of the world around them and of the right of others to hold different views, and to celebrate both similarity and difference amongst peoples

Raise awareness, understanding and knowledge of what bullying entails through PSHE and Citizenship materials. (See PHSE policy).

Use Assemblies: Introducing bullying in a school wide approach in preparation for the PSHE curriculum. The PSHE curriculum addresses issues surrounding

bullying through activities such as drama, stories, literature, current affairs, historical events, projects. Assemblies are used for the introduction of topics that raise awareness and empathy, care and respect for others

Use tutorial and circle time, and PSHEE, for the sharing of pupil concerns and perspectives and for the discussion of pertinent current affairs, in an attempt to eradicate bullying

Recognize that the commitment to being an anti bullying school is not to restrict the topic of bullying to allocated time slots but will be addressed in a whole gambit of cross curricular forms, as appropriate, in topics encountered in other subjects, in drama, stories, literature, historical events, etc

Participate in staff training to raise awareness

Ensure strong supervision of pupils during lessons and at times of recreation and high risk times e.g. in changing rooms

Model good practice between adults of respectful and empathetic relationships

Be alert for signs of bullying that may be happening outside school as well as in school

“Pupil alert” items during staff meetings and briefings

**Pupils will:**

Be encouraged to have confidence to share concerns and perspectives during circle and tutorial time

Sign an anti bullying declaration

Use the behaviour box to report early signs of bullying if they feel they cannot approach a teacher or adult in the school (See Behaviour and Discipline policy)

As Prefects, or when in other responsible positions, be alerted to look for incidents of bullying/exclusion between pupils, and to inform staff

Know that there is a designated teacher and the school nurse to whom they can turn should they not feel able to talk with their form tutor

Be encouraged to use the School Council as a way of bringing concerns to staff and the Principal

**Teachers**

The following steps should be taken when dealing with every incident,

- 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 on the bullying incident form to be found in the filing cabinet in the staffroom and given to the Principal
- The Principal will interview all concerned and will record the incident
- Form tutors will be kept informed and all relevant teachers in the appropriate phase of the school will be alerted
- Regular review to identify patterns and areas of concern
- Parents of the children involved will be kept informed
- Disciplinary procedures will be implemented. Consultation will take place with all parties concerned.

### **Pupils**

Pupils who have been bullied will be supported by:

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

### **Pupils may receive such advice as;**

If you see bullying happening,

- Tell a teacher or another adult in the school or at home
- If you are scared to tell someone on your own , ask a friend to go with you
- Keep speaking to someone until someone listens and does something to stop the bullying

If you are being bullied,

- Try to stay as calm and look as confident as you can
- Be firm and clear: look them in the eye and tell them to stop
- Get away from the situation as quickly as possible

After you have been bullied:

- Tell a teacher or another adult in the school
- Tell your family
- If you are scared to tell someone on your own , ask a friend to go with you
- Keep speaking to someone until someone listens and does something to stop the bullying
- Don't blame yourself for what is happening

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

- What has happened to you
- How often it has happened

- Who was involved
- Who saw it happening
- Where and when it happened
- What you have done about it already

If pupils experience bullying by mobile phone text messages or email;

- Tell a parent, friend or teacher
- Be careful who you give your mobile phone number or email address to
- Make a note of exactly when a threatening message was sent
- Do not erase the message/file

Pupils who have bullied will be helped by:

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

#### **Disciplinary steps:**

- Official warnings to cease offending
- Being placed on report
- Detention
- Internal “cooling off “ period
- External “cooling off” time, minor fixed term exclusion
- Major fixed term exclusion
- Suspension
- (see Discipline and Behaviour policy)

Childline freephone numbers are posted around the school

#### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Ref: DfES Don't suffer in Silence

[www.childline.org.uk](http://www.childline.org.uk)

[www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/bullying](http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/bullying)

#### **Date of next review:**

Jan 2010

Reviewed Feb 2010

Review Lent term 2011

