



The Dragonfly Federation

East Ruston and Stalham
Infant and Pre-schools



A Flying Start for all

ANTI-BULLYING POLICY

This school is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment. This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff and governors.

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.

We are against bullying as

- everyone has the right to feel welcome, secure and happy
- we should treat everyone with consideration

If bullying occurs

- it is important to tell someone straight away
- it will be dealt with quickly and effectively

All Bullying is unacceptable whether towards children or adults, whether in or outside our school.

There are many forms of bullying, some are listed below.

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

Verbal (name calling, sarcasm, spreading rumours, teasing)

Physical (pushing, kicking, hitting, punching or any use of violence)

Extortion (demanding money/goods with threats)

Cyber (all areas of internet, email and internet chat room misuse).

Mobile threats by text messaging and calls.

Misuse of associated technology ie: camera and video facilities including those on mobile phones.

Racist (racial taunts, graffiti, gestures)

Sexual (unwanted physical contact, sexually abusive comments)

Homophobic and Gender (because of, or focusing on the issue of sexuality or gender)

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the school / public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or 'missing'
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
- Has unexplained cuts or bruises
- Comes home 'starving'
- 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
- Gives improbable excuses for their behaviour.

What causes Bullying? (Taken from children's workshop)

People bully for different reasons – these could be:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

How can we prevent Bullying?

Bullying, in any form, is not acceptable at our school. We are trying to prevent any bullying by:

- Having an effective anti-bullying policy and practice. Our school is a safe and happy environment, with high standards 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 throughout the curriculum which develops empathy and emotional intelligence eg SEAL, PSHE.
- A regular focus on anti bullying eg. through assemblies and whole school Anti Bullying week.
- Encouraging children to report incidents and creating easy pathways for this to happen. The Green Team represent their peers and discuss and sign the Anti-bullying Charter, with guidance from a teacher.

Any incidents that occur are treated seriously and dealt with immediately. In extreme circumstances, where a crime has been committed, this may lead to police involvement.

Why is it important to respond to bullying? Bullying Hurts!

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 learn different ways of behaving.

Our school will respond promptly and effectively to reported incidents of bullying procedures

When a child has reported an incident:

The class teacher will discuss the incident with the child which will be recorded
 In serious cases the Head and parents/carers will be informed and parents/carers will be asked to come in to a meeting to discuss the problem
 If necessary and appropriate, police will be consulted
 The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
 An attempt will be made to help the bully (bullies) change their behaviour
 Restorative conversations may take place

Outcomes

The bully (bullies) may be asked to genuinely apologise. There may be other consequences.

In serious cases, suspension or even exclusion will be considered.

If possible, the pupils will be reconciled.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Monitoring and Evaluation

This policy is reviewed annually by pupils, staff and stakeholders

This policy is shared with all members of the school community (e.g. through the school website, newsletters etc)

Incidents of bullying are reported termly to Governors.