

# ANTI-BULLYING POLICY

## *Statement of Intent*

We are committed to providing a friendly and safe environment for all of our children so they can learn and be cared for in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at Bishy Barnabees. This means that anyone who knows that bullying is happening is expected to tell the staff. If a member of staff feels they are being bullied, or feels threatened they must report it to *Julie or Louise*.

## *Aim*

It is our aim at Bishy Barnabees, to ensure that all our children feel safe and secure whilst in our care.

## *What is Bullying?*

Bullying is the use of aggression with the intention of hurting another person, child or adult. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, gestures
- Verbal name-calling, sarcasm, teasing, spreading rumours
- Cyber all areas of internet ,such as email & internet chat room misuse Mobile threats by text messaging & calls Misuse of associated technology , i.e. camera & video facilities
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality

## *Why is it Important to Respond to Bullying?*

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving.

## *Objectives of this Policy*

- All staff, volunteers, students, children and parents should have an understanding of what bullying is.
- All staff should know what our policy is on bullying, and follow it when bullying is observed or reported.
- All children and parents should know what our policy is on bullying, and what they should do if bullying arises.

- We take bullying very seriously. Children and parents should be assured that they will be supported when bullying is reported or observed.
- Bullying will not be tolerated.

### *Procedures*

1. Staff observe 'bullying behaviour' or a bullying incident is reported to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents will be informed and will be asked to come in to a meeting to discuss the problem
4. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly
5. An attempt will be made to help the child/ren change their behaviour

### *Outcomes*

- 1) The child/ren may be asked to genuinely apologise.
- 2) In serious cases, additional support will be offered and exclusion may be considered.
- 3) If possible, the children will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### *Prevention*

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of nursery/club rules with our staff
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to the group
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

Kidscape 2005

This policy was adopted in May 2008 and updated June 2015.

Reviewed March 2017

See also Mobile Phone Policy and Camera Policy

See also Social Networking Policy

See also whistle blowing Policy

See also Behaviour Policy

## *SIGNS AND SYMPTOMS*

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- 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
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

## **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE)	0300 0115 142
Children's Legal Centre	0300 330 5480
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.