



**LUKE PICKETT**

## **ANTI-BULLYING POLICY**

Issued: July 2019

Review Date: July 2021

### **What is bullying?**

Bullying is defined by the DfE as;

*'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.'*

There are many types of bullying:

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

### **Aims and Objectives**

- Bullying is wrong and damages individual children. Luke Pickett will therefore do all he can to prevent it, by developing an ethos in which bullying is regarded as unacceptable.

In sharing this policy, Luke Pickett aims:

- To produce a safe and secure environment where all can learn without anxiety.
- To produce a consistent response to any bullying incidents that may occur.

### **Preventative strategies**

All schools and out-of-school organisations will have their own anti-bullying policies and strategies. In the event of any concern Luke Pickett will refer to these procedures. Bullying will not be tolerated, and any incidents of bullying that do occur are taken very seriously and dealt with appropriately. Luke Pickett will respond within ten working days to any request from a parent/carers to investigate incidents of bullying.

Luke Pickett will set the climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming organisation, bullying is far less likely to be part of their behaviour.

Luke Pickett takes all forms of bullying seriously, and will intervene to prevent incidents from taking place. He will keep a record of all incidents that happen that he is aware of. If Luke Pickett witnesses an act of bullying, he will follow the procedures set out below, and do all he can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher or Manager, Luke Pickett will inform the child's parents.

If Luke Pickett witnesses an act of bullying outside of the school or organisation ground, he will notify the Headteacher or Manager of the relevant school or organisation.

If, as a teacher, Luke Pickett becomes aware of any bullying taking place between members of a class, he will deal with the issue immediately. This may involve referring to the school for counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Luke Pickett, or the school, or organisation will spend time talking to the child who has bullied, explain why the action of the child was wrong, and endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, Luke Pickett will inform the Headteacher, or Manager, and the special needs co-ordinator. The child's parents may also be invited in to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher or Manager may contact external support agencies such as the social services.

Luke Pickett attempts to support all children and establishes a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, the aim is to prevent incidents of bullying.

## **Procedures**

### **Evidence of bullying is found;**

The matter is referred to the Headteacher or Manager of an out-of-school organisation. The following procedures are likely to occur (refer to the anti-bullying policy of the relevant school or organisation):

1. Parents informed by school and asked to attend a meeting.
2. Incidences reported to parent.
3. Meetings are set up to find out exactly what has taken place.
4. All comments made are logged by Teacher/Headteacher.
5. The bully/bullies are given sanctions (e.g. detention, exclusion).
6. The bully/bullies are given support to change their behaviour.
7. Where necessary, the bully/bullies are made to replace damaged goods.
8. The child is given adult support in school (offered counselling, including peer counselling).
9. The child is given support from other children in the school.
10. The child is advised to stay in a safe place at certain times.
11. The child is taught specific skills to cope (e.g. given assertiveness training where some pupils are taught to be more confident).
12. The child is asked to report any further incidents.
13. Review date set for 2 weeks.
14. Follow up meeting set for 4 weeks.
15. If this action is not effective in preventing further incidents of bullying, a governor may attend the follow up review meeting and exclusion may be considered.

**Evidence of Cyber-Bullying is found;**

The matter is referred to the Headteacher or Manager of an out-of-school organisation. The following procedures are likely to occur (refer to the anti-bullying policy of the relevant school or organisation):

1. Copies of messages sent/published are copied and logged.
2. Child is given support and is told how to prevent future incidents.
3. Parents of child are informed
4. Parents of bully are informed and meetings are set up to action sanctions at home regarding ICT access/parental controls.
5. Bully's future access to internet in school is heavily monitored.
6. Police are informed if necessary.

**Possible Further Action by the School or Organisation;**

1. Teacher circulates information to teaching staff as detailed by parents.
2. Copy filed in pupil profile and alleged bully's profile.
3. Feedback to parents at review meeting of any evidence and further action explained.
4. Headteacher or Manager informs alleged bully of the allegations.
5. Issues firm warning and explains procedures and outcomes (see above)

**Alleged Bullying;**

1. Parent tells teacher of alleged bullying or teacher approaches parent.
2. The incident is logged in front of the parent.
3. The parent is reassured and told to reassure their child that all staff will watch him/her.
4. Luke Pickett refers the message to the school or organisation for monitoring.

Further possible action:

5. Child informed of named MDSA to be responsible during lunchtime.
6. This person must make explicit approaches to the child during lunchtime.
7. Review dates set: one week/one month
8. Parent signs logging form.

**The role of the Headteacher**

It is the responsibility of the Headteacher or out-of-school organisation Manager to implement their anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the policy and know how to deal with incidents of bullying. The Headteacher or Manager ensures that all children know that bullying is wrong, and that it is unacceptable behaviour. The Headteacher or Manager draws the attention of children to this fact at suitable moments.

**The role of parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or leader of out-of-school activity immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school or organisation.

## Review

This policy will be reviewed biennially.

Signed: 

Date: July 2019

Mr Luke Pickett  
Peripatetic Teacher

