

Anti-Bullying Policy

Bullying is the persistent, wilful, conscious desire to threaten, intimidate or hurt someone.

To enable us to prevent bullying, we must first understand what it is. After much discussion, the school community at Nightingale wrote the above definition of what we understand as bullying.

We do not define all aggression or name calling as bullying. It becomes bullying when exercised through the use of power rather than an exchange between equals. One of bullying's defining features is its persistence – it continues over a period of time and should not be confused with single acts of inappropriate behaviour.

All members of our School Community are covered by this policy.

We will not tolerate bullies at our school.

The Aims of the Anti-bullying Policy:

1. To raise awareness amongst parents, children and all staff of what is and what is not bullying.
2. To create an ethos where children feel comfortable /able to talk to any adult about bullying incidents.
3. To create an environment where all children are safe and the behaviour of the bully is changed.
4. To put into place a procedure for everyone to follow.
5. To minimise incidents of bullying in the school as a whole, but particularly in the playground.

Bullying is a way of getting power. It can happen to individuals and groups, and can be persistent. It can involve:

- picking on weaknesses
- name calling
- intimidation
- 'scapegoating'
- extortion
- manipulation
- exclusion, isolation
- controlling behaviour
- physical abuse.

Sometimes we are not aware that the way in which we behave towards others is bullying. We need to be clear that everyone understands what bullying is and how it makes the person who is being bullied feel.

Some examples of bullying:

- Any form of physical violence such as hitting, pushing, kicking or spitting at other s.

- Interfering with another's property by stealing, hiding, damaging or destroying it.
- Using offensive names, teasing or spreading rumours about others or their families.
- Putting people down by belittling their abilities or achievements.
- Making degrading comments about another person's culture, religion or social background.
- Hurtfully excluding others from a group.
- Making suggestive comments or other forms of harassment.
- Ridiculing another person's appearance.
- Forcing others to act against their will.
- Standing by and doing nothing, to stop a bully or to help the person who is being bullied.

How you might feel if you are being bullied:

- You might feel frightened, unsafe, embarrassed, angry or unfairly treated.
- Your work, sleep and /or ability to concentrate may suffer.
- Your relationship with your family and friends may deteriorate.
- You may feel confused and not know what to do about the situation – or feel that there is nothing that you can do to change the situation.

Tell on a bully, you might stop someone else from being bullied!
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This is what we do at Nightingale School to prevent bullying:

1. As a school community we deal with all incidents of bullying, sympathetically and positively.
2. There are two designated teachers who deal with incidents of bullying: Mrs Tilbury and Mrs Fraser and the Learning Mentor Mandie Ault.
3. There is a dedicated Anti-Bullying Week in the Autumn Term to ensure that all children know how to react to bullies and what to do if they feel that they are being bullied. During Anti – Bullying Week the whole school community is encouraged to think and talk about bullying. During this week videos are shown, discussions are held on the subject and children are encouraged to talk, write and draw about bullying.
4. Everyone follows the school rules.
5. We are good role models in words and actions at all times.
6. We will be observant and respond positively to signs of distress or suspected bullying incidents.
7. The playground is actively monitored for occasions when bullying might occur; we are especially aware of vulnerable children at this time.
8. Children are encouraged to talk to any adult within the school community with whom they feel comfortable about bullying incidents.
9. Midday Meal Supervisors have been trained in playground activities and how to deal with inappropriate playground behaviour – that may lead to bullying at a later stage. Two members of the lunchtime staff are trained in Peer Mediation and Restorative Justice.
10. We use Circle Time as venue to discuss issues of bullying and how it makes people feel. We use a concept called the Circle of Friends to reinforce how we expect children to behave towards one another.

<i>Stop that Bully – tell an adult.</i>

<i>Protect others – tell on a bully.</i>
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There is a strictly adhered to procedure for dealing with bullying at Nightingale School that all members of the school community must follow. All incidents of bullying must be reported – bullying cannot be dealt with if it is kept hidden.

- All children are made aware that they can report bullying incidents to any adult that they feel comfortable with and feel able to trust. They are also encouraged to confide in a friend and use that friend as a third party to talk to an adult on their behalf.
- Any adult who witnesses bullying or to whom an incident of bullying is reported will at the first possible opportunity report what they have been told to the designated persons or to a member of the Senior Management Team.
- These incidents are recorded in a confidential 'Bullying Incidents Log.'
- Parents must come into school and report any incidents of bullying to a member of the Leadership Team.
- A full investigation will then take place with all the children involved in the bullying, during which time an agreed action plan will be drawn up.
- Parents: if your child tells you that he/she is being bullied at school or if you feel that it may be happening, please report it to the classteacher or the Leadership Team immediately.

The school uses a variety of intervention strategies: Peer Mediation, Restorative Justice and the 'No Blame Approach' to dealing with bullying. There are seven steps to each strategy which are as follows:

1. Meet with the victim.
2. Convene a meeting with the people involved.
3. Explain the problem.
4. Share responsibility.
5. Ask the group for their ideas.
6. Leave it up to them.
7. Meet them again after an agreed time span.

It is the responsibility of the whole school community, teachers, support staff, pupils, parents and governors to implement this policy and ensure its success.

We can only stamp out bullying by working together and talking things out.

<p>A problem shared is a problem half way to being solved!</p>

The policy will take effect from the Autumn Term 2006.

This policy was reviewed in October 2007 and November 2009