

KING HENRY VIII PREPARATORY SCHOOL

Anti-Bullying Policy (including EYFS)

Bullying and aggressive behaviour are issues that we take very seriously indeed and we work diligently to make sure that such incidents are kept to an absolute minimum. We view such types of behaviour as being totally unacceptable at King Henry VIII Preparatory School and as such take due regard of the DCSF Guidance 'Safe to Learn: Embedding anti bullying work in schools' (DCSF 2007)

Bullying takes many forms. What one person calls bullying, others may regard as just a game. We aim to support the victim and the bully until the situation is resolved

Bullying can be short or long term, any behaviour which is illegitimate use of power in order to hurt, threaten or frighten someone else is bullying behaviour.

We aim to make KHPS a school where pupils feel safe and confident and foster an attitude of responsibility among staff and pupils. We aim to prevent bullying when ever possible.

Our objective is to equip staff with the skills to help them detect bullying behaviour and the sensitivity with which to handle issues correctly. We encourage pupils to feel confident to talk to each other and staff about any matters relating to bullying, in the knowledge that confidentiality is maintained.

Bullying may be:

Physical:	pushing, hitting, threatening
Verbal:	teasing, taunting, name-calling
Emotional:	exclusion from friendship groups, isolation, dismissive body-language
Expression of prejudice:	mocking of race, culture, religion, accent, physical characteristics, sexual/sexist or homophobic comments or issues relating to disability
Theft:	bags, pens, sports kit, etc
Electronic	malicious emails/texts/photographs/websites ie,cyberbullying

Individuals with Learning Difficulties or Disabilities may be Bullied or carers and those 'in care'.

Bullying is the behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

The result of bullying can mean great distress for a child. We must remember that Bullying can cause psychological damage and even suicide.

What can be done to deal with the problem of bullying?

- All parts of the school community must work together to tackle bullying and report any incidents to members of staff and Senior Management.
- Incidents of Bullying must be recorded.

What pupils can do?

- Pupils must not hesitate to report bullying incidents. They may tell a friend, a sibling, a teacher, the school Nurse, office staff or a parent or any member of staff who will then inform the form teacher and Head of Pastoral Care. This applies to a victim or a witness to bullying. Such incidents are recorded by the Deputy Head and kept on file.
- All pupils must be aware of the school's definition of bullying and should avoid acting in a way which could be defined as bullying.
- All pupils should be encouraged to report bullying behaviour and support victims.
- All pupils should read and have access to a copy of the school's leaflet on Bullying. These can be found in classrooms.
- The children should be aware that they can contact other groups or agencies for support(NSPCC, Child line)

What staff can do?

- Form teachers should go through the Bullying leaflet regularly – at least once a year – and make sure all pupils understand it. Ensure all pupils have a copy of the leaflet. Staff may also use assemblies, projects, drama, historical events and creative work to help discuss issues relating to anti bullying. They will also reinforce the document by discussing issues in PSHCE time, Form Period, drama and through stories and literature, also by creating Circle time as and when required. Pupils identified as bullies or victims will be given support by Form Teachers/Head of Pastoral Care and Senior Management. If required, courses to support the child and family will be sought.
- Visits from NSPCC/or other Agencies should be arranged for talks in Assembly.
- Teachers should avoid creating situations where pupils can feel isolated e.g. allowing pupils to pick teams or practising pair-work, which will inevitably produce an “outsider” if there is an odd number in the group.
- Play time and other unstructured times of the day are likely times for bullying to take place and staff must be vigilant when on duty and around the school. Staff should monitor areas where bullying may occur such as lavatories, empty classrooms and cloakrooms. Reported incidents or concerns must be followed up.
- Teachers should educate pupils regarding the positive use of ICT and mobile phones and the dangers of mis -use.
- Marks or grades should NOT be called out in class for the teacher to record.
- Teachers should be aware of isolated pupils when walking around the school and should discuss any unhappy looking individuals with form teachers.

- Teachers should avoid sarcasm as it can be interpreted as threatening and undermining by pupils. Unkind or provocative nick names must Not be used.
- Incidents of bullying should, in the first instance, be dealt with by the form teacher or relevant member of staff and Head of Pastoral Care. Both the victim(s) and the bully(s) should be interviewed as well as relevant witnesses and written statements taken. The bully(s) will be given a Detention. The parents of the bully and the victim will be informed of action taken. If the bullying continues the bully will be spoken to by the Deputy Head or Assistant Head and given a Saturday Detention. Again all parents will be kept informed. If satisfactory progress is not made the Head will be informed and a pupil may be suspended from school for a short period. If the bullying does not cease after efforts have been made to stop it, the bully can expect to be permanently excluded. (Written records must be kept and filed)
- These sanctions reflect the Discipline and Rewards Policy.
- Members of Senior/Middle management may intervene at an earlier point if a member of staff requires guidance/assistance with a 'bullying' issue. Budgets will be made available for staff courses. Staff should avoid being alone with a child.
- If a member of staff is required to use any form of physical intervention or restraint the Headmaster should be informed immediately. (see Physical Intervention Policy)
- All staff receive updated training on Anti Bullying issues during a Staff Meeting and at other times in the year if deemed necessary and time is dedicated for discussion. A budget is available for Inset Training/courses and the Senior Management ensure all staff are familiar with the policy and comply with the guidance provided.
- Although Bullying is not a criminal offence there are laws which apply to harassing and threatening behaviour. The Headmaster may feel it necessary to refer some incidents to the Governors and/or Police.

What parents can do?

- Parents may be reluctant to contact the school for fear of further victimisation of their child. However, bullying has to be tackled and stopped. Parents should be encouraged to inform the school immediately if their child reports bullying to themselves or to a friend.
- Parents play a role in restoring their child's confidence after he/she has been the victim of bullying.

Investigating a situation:

All cases of Bullying are carefully investigated; action is taken and followed up. Parents of Bullies and Victims are informed of actions. Bullying is NOT tolerated.

Signs of Bullying

Look out for

Poor Concentration

Deterioration in School Work

Absenteeism

Anxiousness/stress/withdrawal

Depression

Self harm

Change of appetite

Problems sleeping

Aggressive Behaviour

Low self esteem/loss of confidence.

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