



PRISM INDEPENDENT SCHOOL

ANTI-BULLYING POLICY

Statement of Intent

Prism Independent School are committed to providing a caring, friendly and safe environment for all of our learners so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all learners should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

This policy is written with reference to the DfE guidance 'Preventing and tackling bullying – advice for school leaders, staff and governing bodies. And it also supports PRISM's behaviour policy.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is repeated behaviour or behaviour that has the potential to be repeated overtime.

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, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- 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
- Indirect spreading nasty stories about someone, exclusion from social groups, being made subject of malicious rumours

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. Learners who are bullying need to learn different ways of behaving, at PRISM we aim for our pupils to understand the root causes of bullying. Both the bullied and those that bully others may have serious lasting problems as a result of the behaviour.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All Management Committee, teaching and non-teaching staff, learners and parents should have an understanding of what bullying is.
- All management Committee and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All learners and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Learners and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A PUPIL 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 pupil:

- 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

Procedures

1. Report bullying incidents to staff
2. In **all** cases of bullying, the incidents will be recorded by staff and a copy forwarded to SMT
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered in discussion with referring agency.
- 3) If possible, the learners 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

PRISM Independent School will use a variety of methods for helping learners to prevent bullying. As and when appropriate, these may include:

- writing a set of project/group rules
- signing a behaviour contract
- Targeted intervention to support those that bully to face their problems and to develop their empathy for others.
- Targeted intervention around building resilience (to support them to stand up to peer pressure and to tell someone about the bullying)
- Make sure that information is available and accessible for learners
- Build in sessions for learners to promote anti bullying and to understand the implications of bullying e.g.
 - writing stories or poems or drawing pictures about bullying
 - making up role-plays and discussing how to cope/manage situations
 - having discussions about bullying and why it matters

GUIDELINES FOR PARENTS/GUARDIANS:

The following guidelines offer support and advice for parents/guardians of those that are being bullied.

- If your son or daughter tells you they are being bullied, keep calm! Getting angry and threatening to visit the school or the parent of the other student will terrify them further.
- Praise them for telling you and reassure them that they have done the right thing in letting you know what is happening.
- Try to find out the facts - what exactly has happened?
- Help them to think about what she/he would like to happen, and ask how you can help
- Talk to them about why people bully to reinforce the point that they are not the problem.
- When you talk school, stay calm and give specific details. Remember that we are partners with you and both want the best for your child.
- If after you have made a plan with the school and followed it up, you are still not happy with the situation, then please do contact the head/assistant head teacher who will review the action taken to date and offer guidance and support for future interventions

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)

0808 800 5793

Children's Legal Centre

0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

0845 1 205 204

Parentline Plus

0808 800 2222

Bullying Online

www.bullying.co.uk

Acknowledgements:

www.kidscape.org.uk