

## Choysez ANTI-BULLYING POLICY

### Statement of Intent

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

### 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 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
- Texting          Inappropriate text messages designed to hurt and torment

### 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. Students and staff who are bullying need to learn different ways of behaving.

Choysez has a responsibility to respond promptly and effectively to issues of bullying.

### Objectives of this Policy

- All Trustees, staff, students and parents should have an understanding of what bullying is.
- All Trustees and staff should know what the Choysez policy is on bullying, and follow it when bullying is reported.
- All students and parents should know what the Choysez policy is on bullying, and what they should do if bullying arises.
- At Choysez we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Signs and Symptoms**

A student 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 student:

- is frightened of walking to or from Choysez
- doesn't want to go in the mini-bus or on a public bus
- begs to be driven to Choysez
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- 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 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

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

Similar symptoms can be seen in adults if they are experiencing bullying in the work place.

## **Procedures**

1. Report bullying incidents to staff
  2. In cases of serious bullying, the incidents will be recorded by staff
  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
- Staff should report incidents to the Centre Manager immediately if they feel a colleague is bullying them.

## **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
3. If possible, the students or staff 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 the following methods for helping students to prevent bullying. As and when appropriate, these may include:

- writing a set of Choysez rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a group
- making up role-plays
- having discussions about bullying and why it matters

### **Help and Advice is available from:**

Advisory Centre for Education (ACE)	020 7354 8321
Children's Legal Centre	01206 873820
KIDSCAPE (Parents Helpline, Mon-Fri 10-4)	020 7730 3300
Parentline Plus	08088 002222
Youth Access	020 8772 9900