



Anti-Bullying Policy

Guidelines for Preventing and Dealing with Bullying Issues

Stapleford School aims to value all its members, to give all the opportunity to learn, act fairly and celebrate differences between individuals. This is the model the pupils perceive from the adults in the community. This ethos sustains the importance of averting bullying in all its forms.

We define bullying as the willful, conscious desire to hurt, threaten or frighten someone else, or to coerce another to do something against their will. An illegitimate use of power is employed and the action is persistent.

Bullying is outlined specifically in the P.S.H.E scheme of work and has the following elements:

- 1) Bullying is openly discussed.
- 2) The fact that bullying stems from fear on the part of the perpetrator is discussed. Also, that this fear is frequently a fear of not having any friends.
- 3) Strategies to help children deal with bullying:
 - a. To talk about it - join together with friends and bring bullying out into the open.
 - b. To look confident even when you are afraid.
 - c. To recognise how others are feeling and to feel good about yourself.
 - d. Not to give in to a bully or go along with things you do not really want to do.

It is essential that the children understand they should speak out about bullying. There is an excellent children's book about bullying in the "Let's talk about it" series. Circle time is an ideal way to teach many of the issues concerned in this policy.

It is important that staff listen carefully to children and do not give a message that speaking out about bullying is telling tales. Bullies must understand the consequences of their behaviour. Silence and secrecy nurture bullying.

It is important to recognise bullies. However, there is not a stereotype. This list may be helpful in recognising a bully:

- they tend to have assertive, aggressive attitudes over which they exercise little control
- they tend to lack empathy, they cannot imagine what the victim feels
- they tend to lack guilt, they rationalise that the victim somehow "deserves" the bullying treatment.
- They often use the word 'only' and 'just' inappropriately, 'I just slapped her'.

Dealing with a bully:

- encourage the bully to see the victim's point of view
- ensure that the bully understands and sees the consequences of his/her behaviour
- encourage the bully to take the responsibility for his/her actions
- avoid humiliation. Do not give the message that it is all right to be aggressive if you're the boss
- inform other staff of the area in which the bullying occurred
- avoid keeping the whole incident a secret
- have a constructive plan and then
- inform parents of both bully and bullied

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- providing mentor support for both victim and bully.

It is important not to be over protective towards the victim and allow him/her to help himself.

The P.S.H.E curriculum is the best way to prevent bullying. Preventing bullying is far easier than dealing with bullying. It is through the P.S.H.E curriculum that children and parents learn that bullying is not acceptable behaviour. Children should be taught to:

- make assertive statements
- resist manipulation and threats
- respond to name calling
- leave a bullying situation
- safely escape from physical restraint
- enlist support from bystanders
- boost their own self esteem
- remain calm in stressful situations
- generally learn how to deal with conflict and own aggression.

Strategies To Help Victims Of Bullying:

- 1) Mirror behaviour experienced.
- 2) Role play - discuss point at which victim's rights were infringed.
- 3) Teach victim, bullies never attack strong people.
- 4) Feel strong, be strong, tell bully "I do not like this behaviour. Stop now."
- 5) Walk calmly to tell the teacher - don't rush.

Exercises to Help Victims of Bullying:

1. Fogging – ice mountain image – no handholds
2. Broken record
3. Relaxation
4. Role Play
5. 'What if' questions
6. Practising body language, eye contact
7. Practising saying 'no' assertively
8. Creative responses
9. Distract and run
10. Making clear requests

Signs of bullying might include:

1. unwillingness to come to school
2. withdrawn, isolated behaviour
3. complaining about missing possessions

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4. refusal to talk about the problem
5. being easily distressed
6. damaged or incomplete work.

Ways to encourage other children to be active bystanders rather than passive witnesses:

Encourage pupils to:

1. not allow someone to be deliberately left out of a group
2. not smile or laugh when someone is being bullied
3. tell a member of staff what is happening
4. encourage the bullied child to join in with their activities or groups
5. tell the bullying child to stop what they are doing
6. show the bullying pupil that they disapprove of his or her actions.

Advice about Cyber-bullying

What is cyber-bullying?

Cyberbullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself

It can be defined as:

- **Text message bullying** involves sending unwelcome texts that are threatening or cause discomfort.
- **Picture/video-clip bullying via mobile phone cameras** is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.
- **Phone call bullying via mobile phone** uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.
- **Email bullying** uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- **Chat room bullying** involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- **Bullying through instant messaging (IM)** is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online.

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- **Bullying via websites** includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying.

What can you do?

- If you feel you are being bullied by email, text or online, do talk to someone you trust.
- Never send any bullying or threatening messages. Anything you write and send could be read by an adult.
- Serious bullying should be reported to the police - for example threats of a physical or sexual nature.
- Keep and save any bullying emails, text messages or images.
- If you can, make a note of the time and date bullying messages or images were sent, and note any details about the sender.
- Why not log into a chatroom with a different user ID or nickname? That way the bully won't know who you are. You could change your mobile phone number and only give it out to close friends.
- Contact the service provider (mobile phone company, your internet provider) to tell them about the bullying. They may be able to track the bully down.
- Use blocking software - you can block instant messages from certain people or use mail filters to block emails from specific email addresses.
- **Don't** reply to bullying or threatening text messages or emails- this could make matters worse. It also lets the bullying people know that they have found a 'live' phone number or email address. They may get bored quite quickly if you ignore them.
- **Don't** give out your personal details online - if you're in a chatroom, watch what you say about where you live, the school you go to, your email address etc. All these things can help someone who wants to harm you build up a picture about you.
- **Don't** forward abusive texts or emails or images to anyone. You could be breaking the law just by forwarding them. If they are about you, keep them as evidence. If they are about someone else, delete them and don't reply to the sender.
- **Don't** ever give out passwords to your mobile or email account.
- **Remember** that sending abusive or threatening messages is against the law.

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