



Anti-bullying Policy

Dormer House is a small school with all kinds of people in it. Most of them are kind and thoughtful towards others. Every day our pupils and staff meet happily in the classroom and on the playground. Sometimes they 'mess around' – push each other, chase and laugh at one another. Usually this is fairly harmless, but we all look out for any telltale signs, which point to bullying.

We consider bullying to be deliberate repeated acts, physical, verbal or social, carried out by those in a position of power with the intention of causing distress for their own gain or gratification. Serious bullying (including cyberbullying), which causes children to feel frightened or in danger, is categorised as a form of abuse. (See **Safeguarding Policy**)

Gloucestershire Children's Services defines bullying as: offensive, abusive, intimidating, malicious or insulting behaviour. It is an abuse of power, which makes the recipient feel upset, threatened, humiliated, angry or vulnerable. It is behaviour which undermines self-confidence and may cause the victim to suffer distress and a sense of injustice.

We recognise that bullying can take many forms:

Physical: Pushing, kicking, hitting, including violent threats, taking and damaging belongings.

Verbal: Name-calling, sarcasm, gossiping, spreading rumours and persistent teasing.

Emotional: Tormenting, humiliating, ridiculing, ignoring, excluding.

Sexual: Unwanted physical contact, comments of an unwelcome sexual nature.

Cyber: Harassment, alarm, distress or humiliation that uses internet-related and telephone technology.

Racist: Gestures, taunts, graffiti, physical violence, mocking.

Homophobic: Name-calling, beating up, making offensive comments. For Homophobic and trans anti-bullying resources, see

<http://www.stonewall.org.uk/education>

We strive to maintain an environment free from all these forms of bullying.

In order to discourage this unacceptable behaviour, we aim:

- To encourage all pupils and staff to seek help and support when needed.

- To encourage vigilance in all members of the school to detect bullying behaviour.
- To provide opportunities for training as well as the consideration of issues relating to bullying throughout the whole curriculum, thereby addressing the problem through education.
- To provide help and guidance for both victims and bullies.

All reported, observed or suspected incidents of bullying will be treated seriously and dealt with promptly by the Headteacher or Deputy Head in consultation with the class teachers. In the case of pupils, parents, guardians of both bullies and victims will be informed in writing of the necessary details and action taken. Details to be included will be at the discretion of the Headteacher or Deputy Head.

Parents, who are not satisfied with the response, should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the Parent Handbook.

Pupils guilty of bullying will be required to:

1. Accept the undesirability of their behaviour.
2. Accept any punishment administered.
3. Undertake that there should be no repetition of such behaviour.
4. Understand that, should such repetition occur, it will result in far more serious punishment leading ultimately to permanent exclusion.
5. Acknowledge that they are personally responsible for their choice of future behaviour.
6. In extreme cases, pupils may receive counselling designed to help them to understand and refrain from bullying behaviour in the future.

Pupils who are victims of bullying:

1. Will receive help and support.
2. Will receive guidance and counselling in dealing with bullying behaviour and in becoming less susceptible to it if necessary.
3. Will be given the opportunity to nominate a teacher to whom they can report further incidents and from whom they can seek help and advice.

Regular circle time sessions, and work in Personal, Social, Citizenship and Health Education lessons will also allow us the opportunity to tackle the issue of bullying by empowering pupils to tell a teacher immediately if something is upsetting them or one of their friends. A problem shared is a problem halved and we will find the time to solve any little problem, no matter how trivial it may seem. Likewise we ask all parents to keep class teachers informed of any problems, which seem to be bothering the children. We are here to help.

This policy is monitored by the Headteacher and the Trustees and will be reviewed annually.

Signed:

Date: