



Great Missenden C of E Combined School

Anti Bullying Policy

November 2011

Definition of Bullying

We recognise that bullying is taking place when a pupil is picked on by another pupil, or group of pupils. This can involve;

- Saying cruel or unpleasant things
- Hitting, kicking or hurting in any way
- Threatening
- Sending nasty notes or e-mails
- Excluding them from games or friendship
- Anything else that deliberately makes someone's life unhappy

These things can happen frequently, and it is difficult for the pupil being bullied to defend himself or herself. Bullying is not the occasional fight or quarrel - it is deliberate and repeated persecution. It is the job of everyone in our school community to tackle bullying. Research has shown that although bullying happens in most schools, it is only a major problem in organisations which leave it unchallenged.

**It is not just the "victim's" problem,
Nor just the bully's problem;
It is everybody's problem.**

Tackling Bullying in School Matters Because

- Bullying makes pupils unhappy
- Pupils who are being bullied are unlikely to concentrate fully on their school work
- Some pupils avoid being bullied by not going to school
- Pupils who observe unchallenged bullying behaviour are likely to copy it
- Action against bullying is integral to our Behaviour Policy, and our ethos as a caring church school.

Key Strategies for Tackling Bullying

Preventing and tackling bullying has a high priority within the school, with a clear commitment from the head teacher, governors and staff.

Our school values reject bullying behaviour and promote co-operation and consideration for others. Our Behaviour Policy is based on:

RESPECT RESPONSIBILITY RELIABILITY

Anti-bullying education is part of the curriculum within PSHE. Pupils are taught how to recognise bullying behaviour, and given strategies for dealing with it.

Our “SEAL” programme has lesson plans about bullying and uses poetry, role play, circle time and other activities to explore this area with children.

The whole school participates in National Anti-Bullying week/fortnight and implements lessons, activities and circle times to specifically target bullying and strategies to deal with bullying in all aspects of life.

Dealing with Individual Incidents

Our aim is that all pupils feel able to tell a member of staff if they are being bullied. Any bullying behaviour is responded to promptly and consistently. This may involve simply talking to the children involved, either individually or as a group, and asking them to suggest ways of handling the difficulty.

For more serious or long – term cases of bullying we use a method called “Shared Concern”. It involves a series of individual meetings, and the children are given targets and asked to report back. Sometimes it may be necessary to involve parents in the process.

When advice and guidance to children has not succeeded in resolving problems, meetings are set up involving parents and children using “Restorative Justice” techniques. The child or children accused of bullying behaviour is asked to listen to their alleged victim or their parents, to hear the effect their behaviour is having on the individual and the family. This is a very good way to develop empathy, a key skill which some children find difficult to learn.

We recognise that bullying disappears most rapidly when the whole class adopts an anti-bullying stance. If the “on-lookers” do not encourage bullying behaviour, then it is short – lived. We aim to make bullying an issue that is not secret, but is talked about openly, and is everyone’s concern.

Policy reviewed and updated by Curriculum Committee November 2011