

Vision and Values		Believe you can...
Responsible	Kind	Creative
<i>Article 12</i> – you have the right to an opinion and for it to be listened to and taken seriously <i>Article 13</i> – you have the right to find out things and say what you think <i>Article 14</i> – you have the right to think what you like and be whatever religion you want to be <i>Article 15</i> – you have the right to be with friends and join clubs	<i>Article 2</i> – you have the right to protection against discrimination. This means that nobody can treat you badly because of your colour, sex or religion, if you speak another language, have a disability or are rich or poor <i>Article 19</i> – you have the right to be protected from being hurt or badly treated	<i>Article 29</i> – you have the right to education, which tries to develop you personality and abilities as much as possible and encourage you to respect other people's rights and values <i>Article 31</i> – you have the right to play and relax by doing things like sports, music and drama

We are all committed to providing a nurturing, friendly and safe environment for all our pupils so they can learn in a secure environment. Bullying of any kind is unacceptable in our school and nursery. If bullying does occur, all 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.

What is bullying behaviour?

Bullying is face to face and/or online behaviour which impacts on a person's sense of physical and emotional safety, their capacity to feel in control of their life and their ability to respond effectively to the situation they are in.

The behaviour does not need to be repeated, or intended to cause harm, for it to have an impact. Bullying behaviour can be physical, emotional or verbal and can cause people to feel hurt, threatened, frightened and left out.

There is a difference between bullying and other hurtful behaviour and many disagreements do not constitute bullying. There are many definitions of bullying behaviour, but there are several important things to remember –

- o Bullying **is not** always deliberate and people are sometimes not aware of the hurt they are causing
- o Bullying **is not** the same as falling out, although people may still need support when they do fall out with someone, it is also important to remember that individual incidents of hurtful behaviour still need to be dealt with.
- o Bullying **is** difficult for those being bullied to prevent

Bullying behaviours may include:

- o Name calling
- o Hitting, kicking, punching or pinching
- o Damaging or stealing property, extortion
- o 'Ganging up' on people or isolating someone
- o Teasing about family/domestic/cultural situations/personal or physical differences
- o Threatening/shouting/swearing/malicious gossip/verbal abuse
- o Forcing someone to do something they do not wish to do
- o Cyber: all areas of the internet and/or mobiles and associated technology to perpetrate any of the above behaviours

The responsibilities of all stakeholders

Responsibilities of Staff:

- o Annually review the playground charter, create class charters and use these to foster self-esteem, self-respect and respect for others, in our pupils
- o Provide a structured and flexible health and wellbeing programme of learning experiences to support each child's mental, emotional, social and physical wellbeing – the 'Bounce Back' resource provides activities and discussions which are an integral part of all class learning
- o Model high standards of personal and social behaviour we expect of our pupils.

- o Discuss bullying with all classes and in whole school assemblies so all pupils are aware of the damage it causes to all involved. Discuss and sign up to our 'No Bystanders' agreement
- o Be alert to signs of distress and other possible indicators of bullying
- o Listen to children who have been bullied, take them seriously and act to support and protect them
- o Report suspected cases of bullying to the Head Teacher
- o Follow up any complaint by a parent about bullying, report back, detailing action taken
- o Deal with observed instances of bullying promptly and effectively, in line with agreed procedures. Record the issues in the appropriate place – behaviour folder, chronology or behaviour plan

The Responsibilities of Pupils:

- o Do not become involved in any kind of bullying
- o Do not be a Bystander – intervene if safe to do so or go and get adult help
- o Report to a member of staff any witnessed or suspected instances of bullying, to support being a TELLING school
- o Do not suffer in silence, have the courage to speak out
- o All children to sign the Class charter, Playground charter and Bystanders Agreement – annually
- o Red Banders to model active support and positive behaviour examples
- o Take an active part in the health and wellbeing lessons in school

The Responsibilities of Parents:

- o Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying
- o Advising their children to report any bullying to the class teacher or Head Teacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils
- o Advising their children not to retaliate violently to any forms of bullying
- o Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken
- o Keep a written record of any reported instances of bullying
- o Informing the school of any suspected bullying, even if their children are not involved
- o Co-operating with the school, if their children are accused of bullying, try to ascertain the truth. Point out the implications of bullying, both for the children who are bullied and for the bullies themselves
- o Contact the class teacher if you have any concerns/worries about your child

Responding to incidents of bullying

While sanctions may be appropriate in some circumstances, we believe it is vital that the school supports both bullies and those who have been bullied to resolve the situation to prevent any recurrence. To this end at Durris School we:

- Recognise that everyone has a right not to be bullied and that bullying is always unacceptable.
- Aim to ensure that incidents of bullying are always reported and are taken seriously.
- Encourage pupils to talk to an adult if they feel they have been the subject of bullying and have a variety of mechanisms to make this as easy as possible.
- Take every report of possible bullying seriously, no matter how small it may appear.

Procedures for dealing with incidents of bullying behaviour

- Incidents should be investigated initially by class teachers or PSAs.
- Where teachers/PSA feel concerned that the incident/series of incidents are deliberate, HT should be informed.
- HT will further investigate any concerns raised, considering the views of all involved parties.
- Judgement should be made about any action to be taken, this may involve restorative sessions between those concerned, feedback and/or sanctions where appropriate.
- Contact should be made with parents/carers of all pupils concerned in the bullying incident/s.
- Records of incidents should be kept in the 'Behaviour Folder', which is kept in the office. This may include notes on meetings with children, apology letters etc.
- Contact may be made with relevant professionals e.g. Education Psychology, Pupil Support Services, school doctor.

Use of sanctions:

*Say **NO** to bullying – stand up to it and **do not** be a bystander*

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There will be a discussion, whether the use of sanctions is appropriate on an individual basis.

Restorative practices are used to support both parties following any incidents.

Sanctions are used where appropriate in line with the school 'Anti-Bullying Policy'.

Appendix:

#No Bystanders agreement