



Eastbrook School

Anti-Bullying Policy

Rationale

The purpose of this policy is:

- to prevent bullying from happening between children and young people who are a part of our school.
- to make sure bullying is stopped as soon as possible if it does happen, and that those involved receive the support they need.
- to provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying. This policy applies to anyone at Eastbrook School, including governors, staff, pupils, agency staff, volunteers and visitors.

This policy is in line with statutory policies and guidance, and other key school policies:

- Keeping Children Safe in Education, 2019
- Working Together to Safeguard Children, 2018
- Eastbrook Behaviour Policy and Code of Conduct for pupils and staff
- Safeguarding and Child Protection Policy
- Online Safety Policy

What is Bullying?

Bullying includes a range of abusive behaviour that is

- repeated and persistent
- intended to hurt someone either physically or emotionally

This includes:

- physical or emotional abuse e.g. hitting, kicking, pushing, making offensive comments, spreading rumours
- ignoring or not including someone
- taking or destroying someone's property
- racist, homophobic or sexist comments
- name-calling or taunting about appearance, ability or a special need

Bullying can take place using different methods including mobile phones and the internet (cyber-bullying).

Signs and Symptoms of Bullying

Children and young people can find it difficult to talk about bullying but can show other signs. Below are some examples and if any of this behaviour is noticed, this should be reported to the safeguarding team immediately.

- behaviour changes and is different to their usual behaviour
- becomes withdrawn, anxious and low confidence
- is unwilling or refuses to go to school
- is worried about walking to and from school, may request to be driven
- truanting
- unexplained injuries, cuts and bruises
- has missing or damaged possessions
- asks for money or starts stealing money
- stops eating or is very hungry (if lunch has been taken away)
- becomes angry and aggressive towards others
- seems anxious or frightened when receiving a message
- begins to self-harm or possibly attempt suicide

Effects of Bullying

We recognise that:

- bullying causes real distress. It can affect a person's health and development and, at the extreme, can cause significant harm.
- all children, regardless of age, disability, gender, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Ethos of Eastbrook School

Eastbrook School aims to provide a safe and caring learning environment for all our pupils. Any bullying is unacceptable and is not tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying behaviour and to deal with incidents quickly and effectively. Eastbrook School recognises that pupils with SEND are at greater risk of bullying.

We seek to prevent bullying by:

- promoting our pupil code of conduct, which sets out the expectations of pupil behaviour, in person, online and when representing the school when off site.
- holding regular discussions with staff, pupils, and families about bullying, how to prevent it and to ensure it is reported.
- listening to each other, and respecting that we are all unique and different.
- pupils understanding that bullying is not tolerated at our school, using assemblies, bulletins, activities, and learning as part of our PSHE curriculum.
- raising awareness about bullying behaviour and the impact of this on others.
- developing personal and social skills by promoting friendship skills, assertiveness skills, problem-solving skills and building resilience.
- building and maintaining self-esteem.
- promoting positive role models, and healthy and positive relationships.

Procedure for Dealing with Bullying Incidents

All reports of bullying will be taken seriously and will be dealt with on a case by case basis.

- Pupils should report bullying to a member of staff in school. This includes any bullying on the way to and from school.
- Staff members will report bullying incidents to Safeguarding Team.
- Information will be gathered by taking written statements from the victim and the other pupils involved, any witnesses and CCTV footage available.
- Actions will be agreed depending on the severity of the incident.
- Parents of all pupils involved will be contacted and informed of any agreed actions.
- Support will be provided to the victim.
- Reflection and support will be given to the perpetrator of the bullying and any others involved.
- Mediation and restorative justice will take place where appropriate.
- Referrals to other agencies such as social care, police and support organisations will be made as necessary.
- Headteachers and Governors are informed and may be involved in more serious cases, when deciding on a disciplinary action, such as exclusion.

The school will take action if any incidents have taken place outside of school if the pupil is wearing school uniform. The school will also take action if any bullying outside of school is having an impact on the pupil's progress. Support and advice will be offered to parents and carers.

Advice for Pupils

If you are being bullied or you see someone who is being bullied, please follow the following advice:

- Be firm and clear, say No and tell them to stop. Tell an adult straight away.
- Reacting and fighting back may make things worse. It is better to walk away and tell someone.
- Stay with a group of friends or people. It is safer than being on your own.
- If you see someone being bullied, tell an adult in school. Don't be a bystander, try and help so the victim does not feel alone.

- If you feel you can't tell, ask a friend or family member to do so on your behalf.
- Don't pretend to be friends with a bully. This would make you look like one too.
- If you are being bullied online, tell a parent, friend or teacher. Contact the police if necessary.
- Don't give out your passwords, ID, email address or other personal details and turn off your location.
- Don't put pictures up on social media of you in school uniform.
- Save any threatening or posts, as these can be used as evidence.
- Report any abuse using the CEOP button.
- Get help



You can contact Childline on 0800 1111 or

Go the website www.childline.org.uk – this is a free and confidential service

Further Support

National Bullying Helpline:	0845 22 55 787
Anti-bullying Alliance:	www.anti-bullyingalliance.org.uk
Young Minds:	www.youngminds.org.uk
Bullying UK:	0808 800 2222
	www.bullying.co.uk
Kidscape:	www.kidscape.org.uk