

# Anti-Bullying Group Policy

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## Introduction

IEP is committed to a policy of inclusion, equality and justice. We provide a warm, caring and safe place for all our children so that they can learn and enjoy themselves in a relaxed and secure environment.

Bullying hurts. We believe that bullying of any kind is totally unacceptable and will not be tolerated. We take all incidents of bullying seriously. We have a responsibility to respond promptly and effectively to issues of bullying. We believe that where bullying is challenged effectively pupils feel safe and happy and we have a school that cares. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving. We acknowledge that bullying can and does happen from time to time and when bullying occurs, everyone should feel able to tell and know that incidents will be dealt with promptly and effectively.

The anti-bullying policy should be read in conjunction with other policies related to child protection and behaviour such as:

- Safeguarding and Child Protection policy
- Ley orgánica de protección integral a la infancia y la adolescencia frente a la violencia (LOPIVI)
- Behaviour for learning policy
- Documentation as required by the autonomous region
- Online safety policy

## What is bullying?

Bullying is when an individual or group deliberately hurts another or makes them feel unhappy. Bullying behaviour will be repeated over a period of time and is difficult for the victim to defend against. Bullying may be racist, sexist, or homophobic. People can be bullied for any reason, for example: because of the way they look, because of their religion, their age, because of a learning or physical disability.

Bullying can take many forms, but three main types are:

- **Physical** – hitting, kicking, spitting, demanding money or belongings.
- **Verbal** – name calling, insults, making racist, sexist, homophobic or offensive remarks.
- **Indirect** – excluding or 'blanking', spreading gossip, damaging property, offensive or abusive emails, text messages or posts on websites – known as 'cyber bullying'. We believe that bullying someone by email, text messages or on social media is still hurtful and will be dealt with in the same manner.

## Bullying is not

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. Children sometimes fall out and say things because they are upset. When occasional problems of this kind arise, although unkind, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns or a childish prank. We all have to learn how to deal with these situations and develop skills to repair relationships.

## Possible indicators of bullying

A child:

- is frightened of walking to or from school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- feels ill in the morning
- begins to underperform in school work
- has possessions go 'missing'
- asks for money or starts stealing money (to pay the bully)
- is frightened to say what is wrong

Prevention is at the centre of the school's approach to bullying. Raising awareness is achieved through whole school and individual class strategies, e.g. a dedicated anti-bullying week, assemblies, circle times and PSHE lessons. Children will be made aware of reporting routes. Pupils are taught that it is important to tell someone if they feel they are being bullied. They are also taught that they should tell if they feel that someone else is being bullied. Children in Early Years are taught how to say "Stop, I don't like that" when for example, they are being chased against their wishes in the playground.

## Procedures

Every school has its own procedures for dealing with a suspected or reported case of bullying that meet local government guidelines. Typically they include the actions below.

- The Director or in their absence a Designated Senior Lead (DSL) are informed
- The Director / DSL nominates a member of staff to carry out an initial investigation
- The member of staff talks and listens to the suspected victim, and any witnesses, making sure that the children feel safe to talk
- As soon as the problem is identified agreed appropriate action is taken quickly to end the bullying behaviour
- The member of staff talks to the bully/ies about what has happened, to discover why they became involved
- If a case of bullying is confirmed parents are informed and invited into the school to discuss the problem
- Work is done with the bully/ies (for example by the school counselor) to help him/her/them

understand and change his/her/their behaviour including investigating the underlying reasons as to why they are bullying. A behaviour plan is written up as required

- After the incident has been investigated and dealt with, each case is monitored by a nominated member of staff to ensure repeated bullying does not take place
- Appropriate records are kept of all incidents
- The Director monitors and evaluates the effectiveness of the strategies used in the school when cases of bullying are identified.