



## Anti-bullying Policy

**Definition:** Bullying is defined as deliberately hurtful behaviour, repeated over a period of time.

To be a star, you must shine your own light,  
follow your own path and don't worry about the darkness,  
for that is when stars shine brightest.

## **Aim:**

At Albemarle our aim is to ensure that pupils at Albemarle learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. This policy outlines our procedures for preventing incidents of bullying and how we deal with them when they occur.

## **Definition:**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- physical (hitting, kicking, theft)
- verbal (name calling, racist remarks)
- indirect (spreading rumours, excluding someone from social groups)
- Internet or Mobile phone abuse (inappropriate and/or repeated messages/images intended to insult or spread rumour)

## **Ethos**

At Albemarle, the school curriculum is built from the foundations provided by our core values:

We are *compassionate*. We have a *love for learning*

We aim for *excellence* in all we do

We are *independent* in our

Learning and beyond

We are *articulate* and polite

We are *responsible* individuals

We are *reflective*

We have the courage to *take risks*

These foundations form a curriculum that educates the whole child and enables all children to strive to reach their true potential and create a school where bullying occurs very rarely. There are SMSC and P4C lessons that are embedded throughout the school and allow for opportunities for children to learn about a wide range of issues such as bullying. Weekly assemblies and visiting professionals and organisations also help contribute to children's understanding of what bullying is, how it makes people feel and why there is no place for it in society.

### **Whole School Approach:**

At Albemarle all staff are aware of the signs of bullying and are able to act promptly and firmly against it in accordance with school policy. The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident must be recorded and given to the Head teacher or a member of the Senior Leadership Team.
- The Head teacher or a member of the Senior Leadership Team will interview all concerned and will take notes and record the incident
- The class teacher will be updated and will continue to monitor the situation closely.
- Parents of all parties will be informed
- Disciplinary measures will be used as deemed appropriate by the Head teacher in consultation with all parties concerned.

Pupils who are being bullied may show signs of changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may also be evidence of changes in work patterns, lacking concentration or truanting from school. All are encouraged to report incidents which make them feel uncomfortable and could lead to cases of bullying.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- reassuring the pupil.
- offering ongoing support and strategies for the future.
- restoring self-esteem and confidence
- Apologies obtained from bully to victim

Pupils who have bullied will be helped by:

- discovering why the pupil became involved.
- discussing what happened.
- establishing the behaviours and need to change in line with the school behaviour policy and core values.
- informing parents or guardians to help change the attitude of the pupil
- The child will be offered support to help them make different behaviour choices.
- The behaviour is pointed out to those involved and they are instructed to stop.

The following steps will be taken:

- warnings to cease offending.
- Loss of play times and/or activities deemed appropriate by the Senior Leadership Team.
- exclusion from certain areas of school premises.
- minor fixed-term exclusion ( for repeat offences).
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- permanent exclusion ( in extreme circumstances).

Date for Review: September 2019