



Field Heath  
House School

# Anti-Bullying Policy

Reviewed: September 2020

Next Review: September 2021

Bullying can take place between students, students and staff, or between staff, by individuals or groups, face to face, indirectly or using a range of cyber bullying methods. It can happen in isolation or in the presence of others. Bullying may be defined as repeated 'behaviours of concern' over a period of time. Behaviours of concern may involve physical or verbal attacks, name calling, malicious gossip, damaging or stealing property or coercing the victim into acts which they do not wish to do.

**People who are victims of bullying frequently, but not exclusively, are bullied as a result of:**

- ❖ Race, religion or culture.
- ❖ Special educational needs or disability.
- ❖ Appearance or health conditions.
- ❖ Sexual orientation.
- ❖ Gender.
- ❖ Home circumstance including looked after children and young carers.

### **Philosophy**

At Field Heath we believe that everybody - children and staff - have the right to work and play feeling safe, happy and free from the fear of bullying. We acknowledge that it is possible that from time to time pupils may bully other children. We know that this is a problem present at every level of society and is not just an issue of childhood/

### **Principles**

Bullying is not an acceptable form of social interaction and where it is found to be occurring, we will take all necessary measures to remove its influence from our school.

Bullying can take many forms. Bullying thrives on secrecy and the maintenance of a power relationship by the bully/bullies over their victims.

It is important that victims are helped to let others know what is happening so that it can be stopped.

### **Guidelines**

Bullying is serious and undoubtedly has a detrimental effect on those being bullied and therefore staff members should remember that:

- ❖ It is not a joke if everyone is not laughing.
- ❖ It is not a game if everyone is not playing.
- ❖ It was not an accident if the behaviour of the person causing it is intentional.
- ❖ The words 'only' or 'just' are no justification for bullying.

### **Procedure**

1. If any child/young person feels 'bullied' they should be encouraged/enabled to talk about it freely. After discussion the child/young person should be informed of how and when this situation will be dealt with. The child/young person should be reminded of their right to make a complaint to either the Complaints Officers.

2. The staff member who observes bullying or who has an incident of bullying reported to them must deal with the situation initially. They must speak to the victim of bullying and thereafter speak to the alleged bully. It is the responsibility of the staff member to make a written record of this incident in the School Incident Book or, in the case of care staff, it should be recorded in the house daily records, unless the incident occurs during playtime or lunch time.
3. If the bullying incident is of an aggressive or malicious nature or if the frequency of bullying by an individual is high, then it must be brought to the immediate attention of the Principal who will inform all parents involved. Parents will be asked to attend school in order to discuss further action and sanctions.
4. As a result of the Principal's meeting with the parents, a date will be set to review the situation and possible sanctions which result from repetition will be agreed and given in writing to all parties.
5. Extreme instances of bullying or persistence of bullying may result in exclusion and could result in the termination of the placement.

### **Definition of Bullying**

#### **You are being bullied or picked on:**

- ❖ When a boy(s) or girl(s) say nasty things to you.
- ❖ When someone hits you or kicks you.
- ❖ Threatens you.
- ❖ Hides your things.
- ❖ Locks you inside a room.
- ❖ Sends you nasty notes.
- ❖ Spits at you.
- ❖ Pinches you.
- ❖ Takes your sweets.
- ❖ Teases you in a nasty way.
- ❖ When you are forced to do something you don't want to do.
- ❖ When no-one ever talks to you, and things like that.

#### **These things can happen 'a lot' and it is often hard for you to stop them.**

#### **It is not bullying when:**

- ❖ Two students of the same power and strength have the occasional fight or argument.
- ❖ Someone accidentally bumps into you.
- ❖ If somebody likes a different football team, group etc to the one you like.
- ❖ The ball accidentally hits you.

#### **If you experience bullying by mobile phone, text messages or e-mail;**

- ❖ Do not retaliate or reply.
- ❖ Save the evidence do not delete anything.

- ❖ Make sure you tell an adult who you trust.
- ❖ Be careful who you give your mobile phone number or email address to.