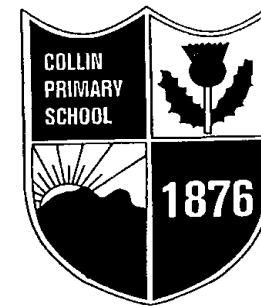


## Types of Bullying

The following table provides a summary of forms of school bullying.

<b>Types of Bullying</b>	<b>Direct bullying carried out by the bully</b>	<b>Indirect bullying - can be carried out by another on behalf of the main bully</b>
Physical	hitting kicking spitting	getting another person to assault someone
Relational	threatening & obscene gestures discriminating	removing and hiding belongings deliberate exclusion from a group or activity
Verbal	verbal insults name calling using ICT and mobile phones, (particularly if either can generate pictures) discriminating	persuading another person to insult someone spreading malicious rumours

# Collin Primary Anti Bullying Policy



Respect, Responsibility,  
Honesty and Fairness

## ANTI-BULLYING POLICY

### Aims

To create an ethos where staff and children can learn, achieve and attain success in a safe, supportive environment, in a climate of mutual trust and respect.

### Objectives

To prevent bullying - approaches to the prevention of bullying include encouraging respect for others, ensuring adequate supervision of pupils' and raising pupils/staff awareness of the causes and effects of bullying.

To deal with bullying - teachers have a responsibility to deal with bullying as soon as it is reported. Staff responses should follow a clear set of procedures, involving management if appropriate.

### Our Definition of Bullying:

*'Bullying is unwanted, hurtful, repeated behaviour that involves an imbalance of power.'*

The behaviour is often aggressive.

The behaviour is usually repeated or has the potential to be repeated over time.

The imbalance of power can be real or perceived.

The hurt can be physical or emotional.

### Rights & Responsibilities

Everyone in the school community has a right not to be bullied and a responsibility not to bully.

Children, Young People or Adults who know of bullying have a responsibility to report this.

It is the responsibility of all to adhere to the school anti-bullying policy if they suspect that someone is being bullied.

If bullying is reported it is the victim's right for this to be taken seriously and for School & Authority policy to be followed.

If bullying is reported it is the perpetrators right for it to be dealt with diligently, consistently and in line with the school and authority policy on such matters.

### Action to be taken

Bullying suspected, witnessed or reported -

Inform member of staff

Staff to pass on to member of Teaching staff (if not already a Teacher)

Teacher makes a professional judgement based on facts/evidence presented — *Does the allegation match our agreed definition of bullying?*

If No, proceed as detailed under *Alleged Inappropriate Behaviour*

If Yes, proceed as detailed under *Alleged Bullying Behaviour*

### Procedure for Alleged Inappropriate Behaviour

Discussions with victim(s) & perpetrator(s)

Written statements (where appropriate)

Discussions & statements from witnesses (where appropriate)

Agree any necessary support &/or sanctions Log details of incident

Report back to the person(s) raising the allegation of bullying.

### Procedure for Alleged Bullying Behaviour

Log & inform SMT

SMT log allegation on pupil records (SEEMIS)

SMT organise investigation of allegation

Parents contacted and notified of allegation

Reassurance given

Discussions held with relevant parties

Opportunity for relevant parties to provide written account (if appropriate)

Independent witnesses spoken to (if appropriate)

Victim supported by a named member of staff

Victim monitored by staff SMT to update pupil records with outcome

### Proven Bullying Procedure (Victim)

Discussion with parent & victim

On-going monitoring by staff

Possible onward referral to other agencies for support

### Proven Bullying Procedure (Perpetrator)

Discussion with parent & perpetrator Agreed sanctions

On-going monitoring by staff

### Unproven Bullying

Sometimes, despite an investigation, an allegation of bullying can remain unproven. In such circumstances, the following procedure must be followed.

Support for victim — same as proven bullying

Agreed sanctions for alleged perpetrator (if/as appropriate)

On-going monitoring of alleged perpetrator by staff.

### Sanctions for inappropriate behaviour and bullying

Sanctions will depend on the age and stage of the victim, the nature of the incident and the frequency of incidents. A first incident of inappropriate behaviour is different to on-going bullying or repeated bullying behaviour. There has to be a degree of professional judgement and professional agreement when imposing sanctions.

Amber letter

Red letter

Change of seating in class

Written exercise

Apology picture/ letter

Paying for something that has been lost/broken

Community service (helping around the school eg sweeping up in dining hall)

Missing out — class event

Missing out — school event

Missing out — class excursion

Missing out — residential experience

Removal of responsibility (e.g. House Captain, Buddy...)

Formal Exclusion