 Unicorn Preparatory School	UNICORN PREPARATORY SCHOOL	Policy No
	Section (8) Health & Safety ANTI-BULLYING POLICY	8.14

POLICY:

Unicorn Preparatory School believes that all pupils have a right to learn in a supportive, caring, safe environment without the fear of being bullied. Good behaviour is promoted and the Behaviour Policy is followed. It is made clear that bullying is a form of anti-social behaviour. It is wrong and it does not follow the ethos of UPS supporting pupils' social emotional aspects of learning as stated in our Vision and Mission.

As a school, others safety is respected and all has the responsibility to promote this principle.

DEFINITION:

Bullying can be described as being a deliberate act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully.

Bullying can occur through several types of anti-social behaviour.

1a) Verbal (Direct):

This can be name-calling, teasing and threats. It can be directed towards gender, SEN, disability, culture, personality, appearance, health conditions, home circumstances or sexual orientation.

1b) Verbal (Indirect):

Rumours and cyber (by mobile, phone or computer).

2) Physical:

A child can be physically assaulted, punched, kicked, spat at etc.

3) Exclusion:

By being excluded from activities/discussions etc.

4) Damage to property or theft:

Pupils may have property damaged or stolen.

Bullying can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.

Research has shown time and time again that the extent of bullying in schools is greatly underestimated. No child, young person or adult should have to tolerate bullying behaviour in our school whether by pupils, parents or other staff. It is everyone's responsibility to safeguard them against such incidents and to deal with them quickly and effectively.

PROCEDURE:

List of actions available to staff depending on the perceived seriousness of the situation.

The emphasis is always on a caring, listening approach as bullies are often victims too-that is why they bully.

Bullying impacts on more people than the individual being bullied and has a negative impact on bystanders, friends and family. There are underlying reasons why the person displays bullying behaviour and acts in this way, and that needs to be addressed.

If bullying is suspected UPS will:

- Record the incident on the alleged bully Staffroom Profile as well as on the “victims” profile.
- The HoD of the relevancy phase to address both the bully and the victim. Must also consult witnesses. This will need patience and understanding.
- Remember – listen, believe and act.
- Identify the bully/bullies, talk about what has happened to discover why they became involved. Make it clear that bullying is not tolerated at UPS.

The HoD’s may call in the parents of the children if the matter is serious and ongoing. The HoD’s may provide for the bully/bullies and/or victim to move forward.

STRATEGIES FOR PREVENTING BULLYING IN SCHOOL

To reinforce the school ethos UPS termly and during Anti-Bullying week, or when bullying occurs, discuss bullying and reinforce the following strategies:

- Remind children that silence is the bully’s greatest weapon.
- Remember you do not deserve to be bullied, it is wrong.
- Be proud of who you are. “It is good to be you”.
- Try not to show the bully you are upset – bullies thrive on fear.
- Stay with a group of friends/people. Safety in numbers.
- Be assertive – shout “no.” Walk confidently away. Go straight to a member of staff.
- Fighting back may make things worse.
- Generally, it is best to tell an adult straight away.
- Teachers/Staff will take bullying seriously and will deal with the bullies in a way that will end the bullying and not make things worse.

ROLE OF PARENTS

Parents have an important part to play in the school Anti-Bullying Policy. UPS asks that parents: Look out for unusual behaviour in their child, not wanting to attend school, regularly feeling ill, changes in personality etc,

Take an active role in their child’s education. Enquire how the day has been in school, who they have spent time with etc,

If a parent feels their child has been a victim of bullying behaviour inform the school immediately. Complaints will be taken seriously and appropriate action taken.

It is important that children are not advised to fight back. This can make matters worse.

Tell children that it is not their fault they are being bullied.

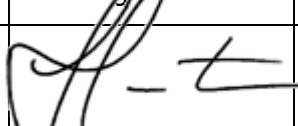
Make sure children are not afraid to ask for help. Remind them of the school's Anti-Bullying Policy.

If there is parental knowledge your child is involved in bullying, please contact the school to discuss the issues. We will deal appropriately with the issue.

It must be stressed that the school will act upon an allegation of bullying when communicated to the school. However, we urge parents to communicate ANY concerns with staff at an early stage to prevent escalation of the problem. These open lines of communication should continue where the problem persists. If pupils or parents do not keep the school regularly informed of the situation then the school will assume that the problem has been fully resolved.

BULLY FREE WEEK

This is incorporated into the annual school programme. It takes place once a year. The children are encouraged to care for one another. The emphasis being on a hurt free school. Please refer to the LO curriculum for further notes on bullying.

Revised by	Revision Date	Approved / Ratified by	Signature	Date
I Houston	04-10-2017	Management		12-10-2017