

SMMIS Anti-Bullying Policy

1. Rationale

SMMIS is committed to a policy of inclusion, to equality and justice.

We believe that bullying behaviour is totally unacceptable. We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares.

2. Statement of Intent

- 2.1 At SMMIS we are committed to providing a warm, caring and safe environment for all our children so that they can learn and play in a relaxed and secure environment.
- 2.2 Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. We believe that everybody has the right to be treated with respect and pupils who are bullying others will be helped to learn different ways of behaving.
- 2.3 At SMMIS, we acknowledge that bullying may happen from time to time and understand that it would be unrealistic to claim this is not the case. If bullying does occur, everyone should be able to tell someone they trust and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.
- 2.4 We are a TELLING School. This means that anyone who knows that bullying is happening is expected to tell someone they trust and a member of the SLT. If a child needs help to TELL then the adult will support them.

3. Aims and Objectives of this Policy

The aim of this policy is to support the prevention of bullying and dealing with any behaviour that could be perceived as bullying. The implementation of this policy will create an ethos where bullying is understood by all to be unacceptable. At SMMIS we want to provide a safe and secure environment is for everyone to learn and work in. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy.

This will happen in the following ways:

- The school will work closely with other professional agencies to ensure that children stay safe
- All Trustees, teaching and non-teaching staff, pupils and parents/guardians will have an understanding of what bullying is.
- All Trustees, teaching and non-teaching staff will know and understand the school policy on bullying and will consistently and swiftly follow the guidance when bullying is reported.
- All pupils and parents/guardians will know what the school policy is on bullying and what they can do if bullying occurs.
- Whole school initiatives (staff training, celebration assemblies etc) and pro-active teaching strategies including Personal, Health & Social Education; circle time and assemblies will be used to reduce the opportunities for bullying to occur.
- A positive, caring ethos will be created where everyone can work, play and express themselves, free from the fear of being bullied

4. The Role of Trustees

- 4.1 The Trustees support the Principal in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Trustees do not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 4.2 The Trustees monitor the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Trustees require the Principal to keep accurate records of all incidents of bullying and to report to the gTrustees about the effectiveness of school anti-bullying strategies.
- 4.3 The Trustees respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Principal and asks them to conduct an investigation into the case and to report back to a representative of the governing body.

5. The Role of the Principal

- 5.1 It is the responsibility of the Principal to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying.
- 5.2 The Principal reports to the governing body about the effectiveness of the antibullying policy.
- 5.3 The Principal ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.

6. The Role of Staff

- 6.1 All staff in SMMIS take all forms of bullying seriously, and intervene to prevent incidents from taking place or take action if bullying has occurred. They record and report all incidents. They are continually watchful and available, promote good behaviour and encourage the care of others.
- 6.2 We keep an anti-bullying logbook in the School Office where we record all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school.
- 6.3 If any adult witnesses an act of bullying, they should record the event in the logbook. They should also be mindful of tact and be sensitive for the sake of the children and of the school.
- 6.4 Any bullying incident which occurs should be reported immediately to the class teacher of the 'bullied' child. The class teacher will investigate the matter, and seek to resolve each situation, as appropriate, in consultation with colleagues.

7. What Is Bullying?

- 7.1 Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves.

8. Bullying can be:

- Emotionally unfriendly; excluding; tormenting; ridiculing, humiliating
- Verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence
- taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture or religion
- Sexual unwanted physical contact or sexually abusive or sexist comments • Homophobic because of/or focussing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs

9. 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. Whilst these actions are to be discouraged, they do not, as one-off incidents, constitute bullying. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with these situations and develop social skills to repair relationships.

10. Signs and Symptoms of Bullying

A child may indicate, by different signs or behaviour, that he or she is being bullied. Although they do not necessarily indicate bullying adults should be aware of these possible signs and investigate further if a child: Is frightened of walking to or from school

- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underperform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully) • has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings

- stops eating
- is frightened to say what is wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

11. What can you do if you are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a friend, a brother, a sister or a relative
- If you are scared, ask a friend to go with you when you tell someone
- When you tell an adult about the bullying give them as many facts as you can such as
 - What? Who? Where? When? Why? How?
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline

12. What can you do if you see someone else being bullied?

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger.

- Don't rush over and take the bully on yourself
- Don't be made to join in.
- If it is safe to do so, encourage the bully to stop bullying
- If you can, let the bully know you do not like his or her behaviour
- Shout for help
- Let the victim(s) know that you are going to get help
- Tell a member of staff as soon as you can
- Try and befriend the person being bullied
- Encourage the person to talk to someone and get help, you can offer to go with them
- Ask someone you trust about what to do.

13. Procedures

- Report bullying incidents to staff
- Incidents will be recorded by staff
- Parents will be informed and will be asked to come to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour

14. Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension or even exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

15. Prevention

We will use appropriate methods to help children to prevent bullying such as those recommended by Kidscape, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using Kidscape role-plays)
- having discussions about bullying and why it matters

16. Organisations

Bullying Online <http://bullyfree.sg/>

Help Hotlines:

Tinkle Friend Helpline
1800-274-4788

(For Primary School students only)

Chat with Tinkle Friend
www.tinklefriend.com

ComCare
1800-222-0000

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