



**St. Barnabas Greek School**  
Ελληνικά και Κατηχητικά Σχολεία Απ. Βαρνάβα

## **St. Barnabas Greek School – Anti-Bullying Policy**

At St. Barnabas Greek School we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We promote excellent behaviour. We are clear when stating that bullying is a form of anti-social behaviour, which is wrong and will not be tolerated.

We recognise, although very unlikely at St. Barnabas, that bullying may occur in school at some time. We do not tolerate bullying, abuse including physical or emotional, or harassment of any kind. We believe that all learners are of equal worth and should be enabled to achieve their full potential. We recognise that in order to achieve this, children have the right to be educated in an environment where they feel valued, respected and safe. Bullying deprives pupils of this right. We believe that pupils who suffer regular ongoing bullying cannot achieve their full academic or social potential.

### **OBJECTIVES OF THIS POLICY**

- All trustees, governors, teaching and non-teaching staff, pupils, parents and carers (our school community) will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils, parents and carers should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils, parents and carers should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Bullying needs to be openly discussed and monitored. It will flourish when:

- It is explicitly or implicitly ignored.
- Pupils are under the impression that it is something that they have to deal with themselves.
- Victims are seen as “bringing it upon themselves”.

Our aim is to:

- Ensure pupils and parents understand what bullying is.
- Ensure pupils feel safe enough to report incidents of bullying concerning themselves or others.
- Ensure that we support and guide the perpetrators of bullying, so that they understand the implications of their actions.
- Ensure that parents feel safe and encouraged to discuss their concerns with all staff.
- Ensure that staff feel supported in dealing with incidents of bullying.
- Ensure that all adults feel safe in discussing bullying from other adults within the school community, and action is taken to deal with this.
- Ensure pupils are empowered with coping strategies.

## WHAT IS BULLYING?

Bullying can be described as being a deliberate act (or learnt behaviour) done to cause distress solely in order to give a feeling of power, status or other gratification to the bully. IT IS REGULAR AND ONGOING.

**STOP:- Several Times On Purpose** definition of bullying: "A person is bullied when he or she is exposed regularly and over time to negative actions on the part of one or more persons."

"Bullying can be distinguished from other unacceptable forms of aggression in that it involves dominance of one pupil by another, or group of others; it is premeditated and usually forms a pattern of behaviour rather than an isolated incident."

"Any behaviour which harms others who do not have the skills or resources to counter this behaviour, could be seen as bullying."

Bullying is the use of aggression or the constant erosion of self esteem, with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact or sexually abusive comments
- Homophobic - because of, or focussing on the issue of sexuality
- Verbal - name calling, sarcasm, spreading rumours, teasing
- Cyber - All areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera, video facilities and social media websites.

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

- Physical: A child can be physically punched, kicked, hit, spat at, etc.
- Verbal: This can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- Exclusion: A child can be bullied simply by being excluded from discussions/activities.
- Damage to Property or Theft: Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.

## WHAT CAN CHILDREN DO IF THEY ARE BEING BULLIED?

On a regular basis, the senior leadership team and class teachers will discuss bullying and reinforce the following strategies:

- Remember that your silence is the bully's greatest weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.

- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – shout “No!”. Walk confidently away. Go straight to a teacher or member of staff.
- Avoid fighting back as this could make things worse.
- It is best to tell an adult you trust straight away. You will get immediate support.
- Teachers will take you seriously and will deal with the bullies in a way that will end the bullying and will not make things worse for you.
- Tell your parents or an adult that you trust exactly what is going on.

## “**DO NOT SUFFER IN SILENCE**”

If you are being bullied:

- Try to stay calm and look as confident as you can.
- Be firm and clear - look them in the eye and tell them to stop.
- Get away from the situation as quickly as possible.
- Tell an adult what has happened straight away.

After you have been bullied:

- Tell a teacher or another adult in your school.
- Tell your family.
- If you are scared to tell a teacher or an adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.
- Do not blame yourself for what has happened.

When you are talking to an adult about bullying, be clear about:

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

If you experience bullying by mobile phone text messages, e mail, Facebook, Twitter, Instagram, Instant (Direct) Messaging or any other social media:

- When necessary, encourage your parents to report incidents to the police.
- Tell a parent, friend or teacher.
- Be careful who you give your mobile phone number or e mail address to.
- Make a note of exactly when a threatening message was sent.

If you find it difficult to talk to anyone at school or at home, ring **ChildLine** freephone 0800 1111, or write to: Freepost 1111, London N1 0BR. The phone call or letter postage is free, and this is a confidential helpline.

## WHAT DO YOU DO IF YOU KNOW SOMEONE IS BEING BULLIED?

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- You may find it difficult if the bully is a friend but bullying is never right.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.

## POSSIBLE INDICATORS OF BULLYING

### *Signs and Symptoms*

A child may indicate by signs or behaviour that he or she is being bullied. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Adults should be aware of these possible signs and that they should investigate if a child:

- Is frightened and unwilling to go school alone
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn anxious, or lacking in confidence
- Starts stammering
- Attempts or threatens suicide or runs away
- Cries themselves to sleep at night or has nightmares
- Feels ill just before school
- Begins to do poorly in school work
- Comes home with clothes torn or books damaged
- Has possessions which are damaged or "go missing"
- Asks for money or starts stealing money (to pay bully)
- Has monies continually "lost"
- Has unexplained cuts or bruises
- Comes home starving (money / lunch has been stolen)
- Becomes aggressive, disruptive or unreasonable
- Is bullying other children or siblings
- Stops eating
- Is frightened to say what's wrong gives improbable excuses for any of the above
- Is afraid to use the internet or mobile phone
- Is nervous & jumpy when a cyber message is received.

## ST. BARNABAS GREEK SCHOOL STRATEGIES FOR DEALING WITH BULLYING

The following is a list of actions available to staff depending on the perceived seriousness of the situation. Class teachers must make all other adults working in their class, in addition to the senior leadership team aware of any issues. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

- Talk to the suspected victim and perpetrator and any witnesses.
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is **not tolerated** at St. Barnabas Greek School.

- In some cases both children will be spoken to together, although the needs of the bullied child need to be taken into account and this type of one to one meeting is difficult for some children.
- If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed.
- If the suspected bully does not own up, the school will investigate further. If it is clear that the child may not be telling the truth, involve witnesses and monitor behaviour very closely.
- If bullying is identified, the Headmaster will speak to both sets of parents separately to provide the facts and outline the next steps.
- The parents of the victim will be seen and reassured that steps to protect their child will be put in place. There will be monthly follow up meetings to ensure that the bullying does not reoccur.
- The parents of the perpetrator will be seen by the Headmaster and sanctions will be put in place.
- All incidents will be recorded by the Headmaster.
- In extreme situations, the bully could be excluded for a fixed term period.
- Senior leadership team and teachers will discuss bullying on regular occasion.
- We will involve pupils in defining behavioural expectations.
- We will develop peer support.
- Remind on-lookers that they, too, are involved.

## ROLE OF PARENTS

All schools are likely to have some problem with bullying at one time or another. Parents have an important part to play in our anti-bullying policy. Watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect that a problem exists. Do not dismiss it. Contact the school immediately if you are worried.

We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, not complete work to their usual standard, become withdrawn or particularly quiet.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc. Care must be taken to ensure that this does not become intrusive or an interrogation.
- If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child or involve an older child to deal with the bully. Do **not** take matters into your own hands. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse!
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying (either as a victim or a perpetrator of bullying), please discuss the issues with them and inform the school. The matter will be dealt with sensitively and appropriately.
- It is important that you understand the term 'bullying' properly.
- Discourage your child from using bullying behaviour at home or elsewhere. Show them how to resolve difficult situations without using violence or aggression.

## **IF YOUR CHILD HAS BEEN BULLIED**

- Calmly talk with your child about his/her experience.
- Make a note of what your child says, particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened.
- Reassure your child that he/she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.
- Make an appointment to see the Headmaster - explain the problems your child is experiencing.

## **WHEN TALKING WITH SCHOOL STAFF ABOUT BULLYING**

- Try to stay calm, bear in mind that the Headmaster and/or teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child at the school.
- Stay in touch with the school; let them know if things improve as well as if problems continue.

## **IF YOU FEEL YOU NEED MORE SUPPORT**

- Check with the school's anti-bullying policy to see if agreed procedures are being followed.
- Make an appointment to discuss the matter with the Headmaster; keep a record of the meeting.
- You can then follow the school complaints procedure if you feel the matter has not been dealt with correctly.