



ENEMY OF BOREDOM

ANTI-BULLYING P O L I C Y



Approved by

Headteacher



Last reviewed

September 2024



Next review

September 2025



Aims

At EOB we aim to create a high-quality, inclusive, happy and safe environment where pupils with a range of needs are:

1. Inspired to engage in learning
2. Enabled to realise their greatest possible level of independence and emotional resilience
3. Valued for who they are
4. Intolerant of bullies and bullying

Specifically:

- Bullying of any kind is unacceptable at our sites.
- If bullying does occur, all students and staff should be able to tell and know that incidents will be dealt with promptly and effectively. We are telling settings. This means that anyone who knows that bullying is happening is expected to tell a staff member or a member of the Senior Leadership Team.
- We are proactive in supporting our staff team to work effectively with each other.
- Bullying is not tolerated and will be dealt with promptly.
- We support students who are bullying to learn different ways of behaving.
- At EOB we respond promptly and effectively to any issues of bullying, following our procedure set out below.
- We expect parents/carers to support us in combatting bullying.
- There will be posters on display in communal areas reminding students of what they can do if they are being bullied.



WHAT IS BULLYING?

Bullying is unwanted, aggressive or intimidating behaviour that involves a real or perceived power injustice. There is the intention to hurt the other person. The behaviour is repeated or has the potential to be repeated, over time.

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

SIGNS AND SYMPTOMS

A child/young person may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child

- is frightened of walking to or from school
- doesn't want to go on the School transport/taxi
- begs to be driven to school
- 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 in the morning
- 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 dinner or other 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

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility as part of the investigation.

PROCEDURES

Students or Staff members report bullying incidents to teaching staff/SLT

In the weekly team meetings, students will be discussed in terms of anyone showing signs of being bullied as per the policy. If any cases are noted they will be monitored closely.

In cases of serious bullying, and always in cases of physical assault, the incidents will be recorded by staff

Parents should be informed and will be asked to come into a meeting to discuss the problem

In very serious cases and where deemed necessary and appropriate, police will be consulted

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

Work will be done where possible and appropriate to help the bully (bullies) to recognise and change their behaviour.



OUTCOMES

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, fixed exclusion will be considered
3. If possible, the young people will be supported by staff to discuss the issues and be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

MONITORING ARRANGEMENTS

This policy will be reviewed annually by the Headteacher. At every review, the policy will be approved by the CEO and Director of Enemy of Boredom.