

FRIENDSHIP



PUPIL ANTI-BULLYING POLICY

Zero tolerance on bullying.

It is everyone's responsibility to make school a safe and happy place for all.

Bullying is someone being mean to you several times on purpose. To stop it, report it.

STOP
BULLYING
.....
SEE IT - SAY IT - STOP IT

WHAT IS BULLYING?

Bullying is one-sided- it is unkind behaviour that can happen to a person or persons, this is unequal power.

Bullying can take many forms:

- **VERBAL** - saying unkind things or saying mean words.
- **PHYSICAL** - doing unkind things, like hitting or kicking or pushing.
- **INDIRECT** - leaving you out of a game on purpose to upset you or ignore you.
- **CYBER/ONLINE** - being unkind online.

If you think you are being bullied or you think someone else is being bullied you must tell someone.

WHO CAN YOU TELL?

Reporting bullying can be difficult but you must tell someone as soon as you think you are being bullied.

- Your teacher or a familiar adult in school
- Someone in your family who will then tell the school
- Put a note in the **Worry Box**

WHAT BULLYING IS NOT?

Sometimes it is hard to know if you are being bullied or falling out with friends. **BULLYING IS NOT FALLING OUT WITH A FRIEND.**

- If you have an argument or fallout with someone who is usually your friend, this is not bullying.
- If someone says something unkind to you on purpose once, this is not bullying.
- If someone is being unkind regularly and doesn't stop when you ask them to, this could be bullying.

Remember you don't plan to fall out with a friend, but, if you do and you both get upset - that's equal power

HOW CAN YOU HELP?

You can be an **UPSTANDER** - An upstander is someone who reports something that they know is wrong. Upstanders are brave, caring and role models in our school.

If you see someone having a bad time you could follow the **UPSTANDER** code and Stand Up to bullying!

Be a Buddy- walk up to the person who is upset and say something like, 'Hey come and play with me!' and walk away with them. Then report it.

Interrupt - walk up to the person being bullied and say, 'Quick you're needed for this game!' or 'Mrs Smith needs us to do a job!' then walk away with them. Then report it.

Speak Out- speak directly to the person who is bullying, 'Please don't do that, it's unkind!' Then walk away with the person who is upset. Then report it.

Tell an adult - You should always tell someone when you see bullying because this is the best way of stopping bullying altogether. Adults cannot be everywhere, so you can help if you see bullying by telling a teacher or an adult you trust when you see bullying behaviour!

RESTORATIVE PRACTICE

Our school promotes Restorative Practice. Restorative Practice focuses on Building Relationships and Repairing Harm.

Where there has been harm it is up to the harmer to put things right and repair the damage that has been done. This includes repairing harm from bullying. Scaling is a good way to check how someone is feeling. Ask them, what number are you feeling?

PROTECTED CHARACTERISTICS

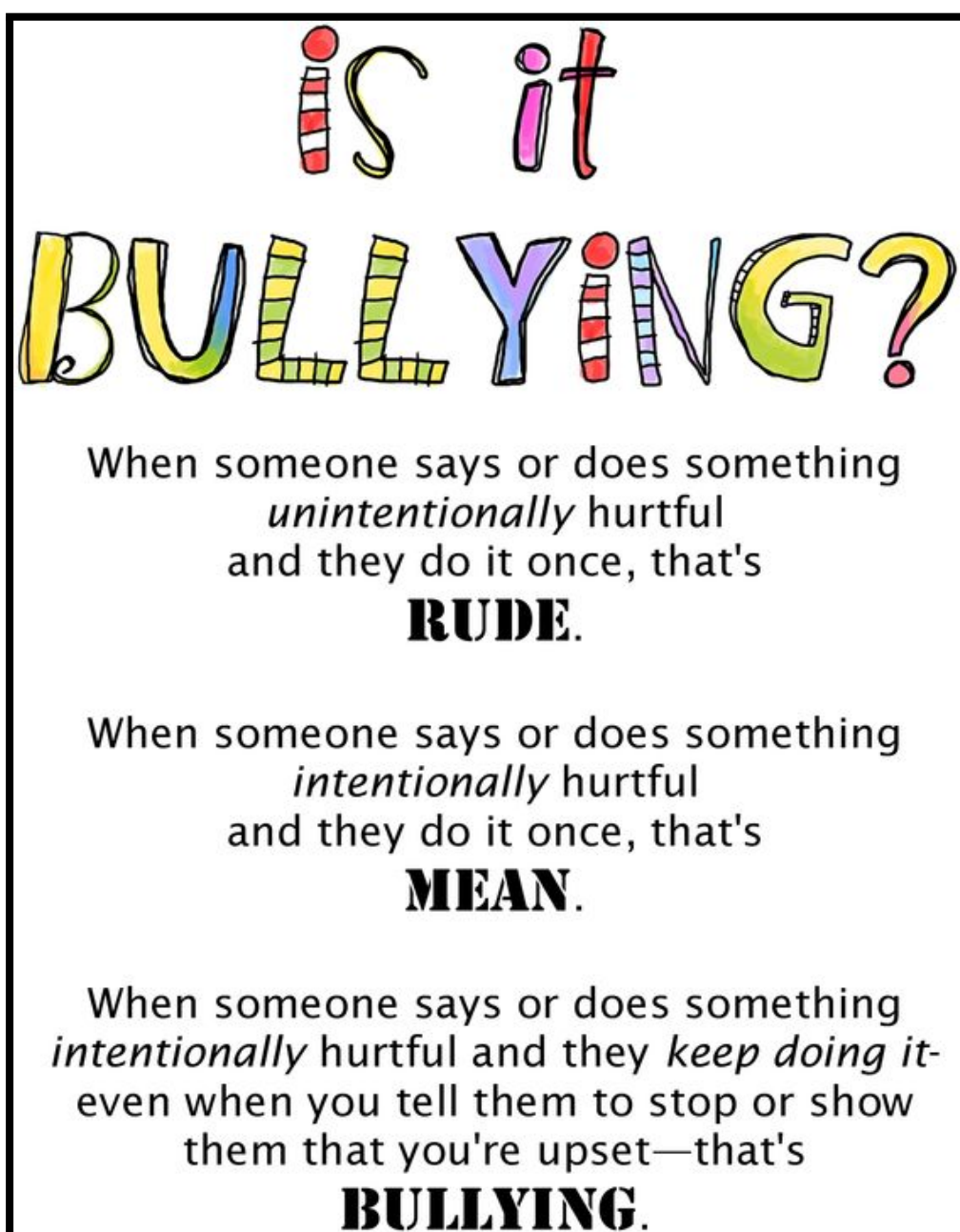
We live in a diverse community. Diversity is a word that celebrates our differences and helps us to accept that it is okay to be different.

Protected Characteristics are a list of differences that no one can be treated differently for. For example, boys and girls can do the same

activities, so we can't say that football is only for boys' or that boys' can't enjoy skipping and vice versa.

You also can't treat anyone differently because of:

- age
- gender
- disability
- Race - including skin colour, nationality, ethnic or national origin
- religion or belief
- being married or in a civil partnership
- being pregnant or on maternity leave



is it
BULLYING?

When someone says or does something *unintentionally* hurtful and they do it once, that's **RUDE.**

When someone says or does something *intentionally* hurtful and they do it once, that's **MEAN.**

When someone says or does something *intentionally* hurtful and they *keep doing it*—even when you tell them to stop or show them that you're upset—that's **BULLYING.**