



ANTI-BULLYING POLICY

Statement of Intent

Dusmagrik Productions are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at Dusmagrik Productions.

If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We operate a **TELLING** policy. This means that anyone who knows that bullying is happening is expected to tell the volunteers and staff.

What Is Bullying?

Bullying is the use of aggression 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

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying.

Everybody has the right to be treated with respect.

Students who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- ★ All volunteers, staff, students and parents should have an understanding of what bullying is.
- ★ All volunteers and staff should know what the school policy is on bullying, and follow it when bullying is reported.
- ★ All students and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- ★ Dusmagrik Productions take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- ★ Bullying will not be tolerated.

Signs and Symptoms

A child 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 / public bus
- ★ Begs to be driven to school
- ★ Changes their usual routine
- ★ Is unwilling to go to school (school phobic)
- ★ Begins to truant, miss workshops
- ★ 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 text, email, msn message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

Report bullying incidents to volunteers/staff

In cases of serious bullying, the incidents will be recorded by volunteers/staff

In serious cases parents should be informed and will be asked to come in 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

Outcomes

1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.

2) In serious cases, suspension or even exclusion will be considered

3) If possible, the students will 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.

Prevention

We will use different methods for helping children to prevent bullying. As and when appropriate, 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
- ★ Bullying workshops - role-plays, improvisation, story telling
- ★ Having discussions about bullying and why it matters

HELP ORGANISATIONS:

Childline	0800 1111
Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying UK	www.bullying.co.uk