



**SMART  
SCHOOL  
SERVICES**

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**Federation of Sacred Heart and St Mary's  
RC Primary Schools (Battersea)**

## Welcome to today's session:

- What do we mean by 'bullying'?
- How do I know if a child is being bullied?
- How do I know if a child is bullying?
- How can I help my child?
- How should I approach the school?

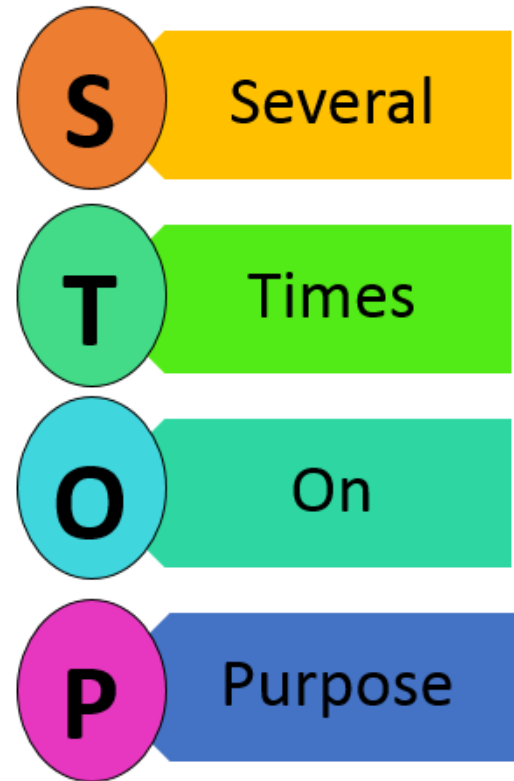
# What is bullying



*"...the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"*

**Anti-bullying Alliance**

- **Repeated**
- **Intentional**
- **Power imbalance**





*"Bullying is not specifically against the law, but harassment or threatening behaviour is"*

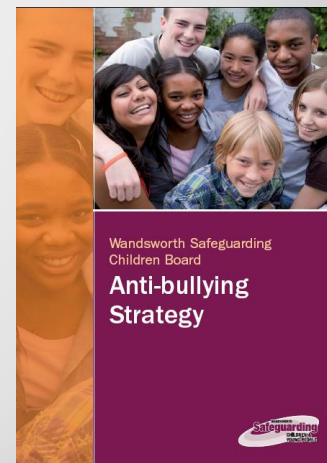
Childline.org.uk

**Bullying and the Law**

*"It is not bullying when children of a similar age and size find themselves in conflict, disagreeing, having an argument or even fighting, without an imbalance of power or use of intimidation."*

**Wandsworth  
Anti-bullying Strategy**

**What *isn't* bullying**



# Workplace bullying



- Nearly a third of people (29%) have been bullied at work
- Women (34%) are more likely to be victims of bullying than men (23%)
- The highest prevalence of workplace bullying is among 40 to 59-year-olds, where 34% of people are affected
- In nearly three-quarters (72%) of cases the bullying is carried out by a manager
- More than one in three (36%) people who report being bullied at work leave their job because of it.

- Physical
- Verbal
- Emotional
- Cyber

## Types of bullying

- Race, religion or culture
- Special educational needs and disabilities (SEN/D)
- Sexual orientation
- Gender
- Appearance and medical conditions
- Home circumstances
- Others?

**What makes children a 'target'?**

# How do I know if a child is being bullied



Some of the effects of bullying are easy to spot even without being told that bullying is taking place, but others can be less obvious.

- Physically?
- Emotionally?
- Behaviourally?



- Injuries that a child cannot or will not give a convincing explanation for
- Torn or damaged clothing
- General symptoms of ill health
- Bedwetting

**Physical signs**

- Mood swings and apparent changes in personality
- Constant anxiety/nervousness
- Depression
- Tearfulness
- Lack of confidence
- Hostility and defensiveness

**Emotional signs**

- Being generally withdrawn
- Exclusion from group activities
- Eating disorders
- Alcohol and/or drug use
- Self-harming
- Lashing out & abuse of others

**Behavioural signs**

## Other signs

- Frequently “lose” money or possessions
- Tired and sleepy
- Lateness and truanting

***Remember - whilst some or any of these symptoms may be because of bullying, it may be because of something else troubling a child or young person. It is important to discuss this with your child to find out what the problem is – see section 'How can I help my child?'***

# How do I know if a child is bullying



Often children and young people bully because they are being bullied and harassed in some way themselves.

- Physically?
- Emotionally?
- Behaviourally?



# Physical signs

- Using physical strength/physical presence to intimidate, influence and impress other pupils
- Being overtly physical and confrontational with adults and peers

# Emotional signs

- Refusal/inability to empathise with others
- Desire to be in control
- Inability/refusal to accept responsibility for actions
- A tendency to relate to others in a negative way

# Behavioural signs

- Professing an exaggerated high self-opinion.
- Professing indifference for areas and activities in which they do not excel. This may involve ridiculing other children and young people who have strengths in these areas

*Remember - whilst some or any of these symptoms may be because of bullying, it may be because of something else troubling a child or young person. It is important to discuss this with your child to find out what the problem is – see section ‘How can I help my child?’*

# What can I do to help my child



- Find a quiet place where you won't be interrupted to speak to your child
- Tell them that you are worried about them
- Ask them if they are being bullied, and if they are to tell you about it
- If they tell you that they are being bullied, remember that it is not an easy thing to talk about or admit to
- Let them know that if they are being bullied they have a right to get help to stop it, and that you will help them yourself and support them in getting help from other organisations

- Be prepared to listen without judging, and be sensitive to your child's needs and fears
- Encourage and help your child to record and report any incident of bullying that they experience to you and a member of staff at school depending on where it's happening and who's doing the bullying
- Tell your child never to endanger him or herself by standing up to bullies in a situation where he/she is outnumbered
- Be prepared to ask your child's school to make a safety plan

# Question



What should I do if I know a child is bullying / being bullied?

The first thing you should do is approach the school with your concerns. First contact should be with your child's class teacher.

**Step 1**

If you are dissatisfied with the outcome of Step 1, you should arrange to meet with a member of the senior management team.

**Step 2**

If you are dissatisfied with the involvement of the SMT, you can write or arrange to meet the headteacher.

**Step 3**

Although it is generally accepted that most complaints seldom get to this stage, a number still do and indeed some go further.

At this stage, you can write to the chair of the governing body with details of your complaint, and the complaints policy should outline the timescale in which you will receive a response.

## Step 4

It's really important to remember the following:

- If you are unsure of the initial approach to take, always try to be calm and keep things constructive
- If you are unhappy about the way you are being treated or communicated with, keep a record of each time this has happened
- If you feel you are being blocked for any manner of reasons, be calm, but persist in reaching who it is you need to speak to
- If you talk to anybody on the telephone, always make a note of the time, date and get their name
- When communicating in writing, keep copies of everything
- If necessary, make sure you copy the appropriate parties into any correspondences
- You are the parent, it is your son or daughter that you are worried about and if you are not satisfied or in your opinion feel you have been treated unfairly, don't stop. Keep going!

## Some tips...

# Remember...

- Passive



- Aggressive



- Assertive



# The law

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, eg name calling, threats and abusive phone calls, emails or text messages
- hate crimes

Call 999 if you or someone else is in immediate danger.

## **Schools and the law**

By law, all state (not private) schools must have a behaviour policy in place that includes measures to prevent all forms of bullying among pupils. This policy is decided by the school. All teachers, pupils and parents must be told what it is.

If you're reporting cyber-bullying, keep a record of the date and time of the calls, emails or texts - don't delete any messages you receive.

## Bullying outside school

Teachers have the power to discipline pupils for misbehaving outside of the school premises under certain conditions, including when on school-organised activity, the journeys to and from school, when wearing school uniform or identifiable as a pupil at the school...

DfE Behaviour & Discipline in Schools (2016)

# Taking complaints even further...

## **Maintained schools**

You can complain to the Department for Education by filling in the online school complaints form

## **Academies and free schools**

You can complain to the Education Funding Agency (EFA) if:

- there's a problem with the school's complaints procedure
- the school is not following the terms of its funding agreement

## **Ofsted**

You can complain to Ofsted but there are conditions, namely:

- Must be a whole school issue
- The school complaints policy must already have been followed

# Useful websites

- ACE (Advisory Centre for Education)

[ACE Education Advice CIC & ACE Education Training LLP | Tackling bullying | Tackling Bullying at School \(ace-ed.org.uk\)](#)

- Anti-bullying Alliance

[Advice for parents and carers \(anti-bullyingalliance.org.uk\)](#)

- Department for Education

[Bullying at school - GOV.UK \(www.gov.uk\)](#)

- Kidscape

[Parent Advice Line \(kidscape.org.uk\)](#)



- Healthy Schools
- Peer mediation
- PATHS (social and emotional learning in PATHS lessons, Pupil of the Day routine with compliments)
- Kindness project
- Chelsea Football Club 'Say No To Hate'
- Parent e-safety workshops
- Multi-Cultural Day
- Junior Citizenship Scheme
- Kindness display – children add their kindness slips
- UP Therapists delivering therapy to many children in school
- Annual Anti-Bullying Week, including Odd Socks Day
- Rewards for kindness and respectful/polite behaviour (eg. Star of the Week, Hot Chocolate Friday)
- Varied activities available at playtime and lunchtime
- Range of extra curricula activities/clubs available
- Social/friendship intervention groups with SWIS and LM (SM)