

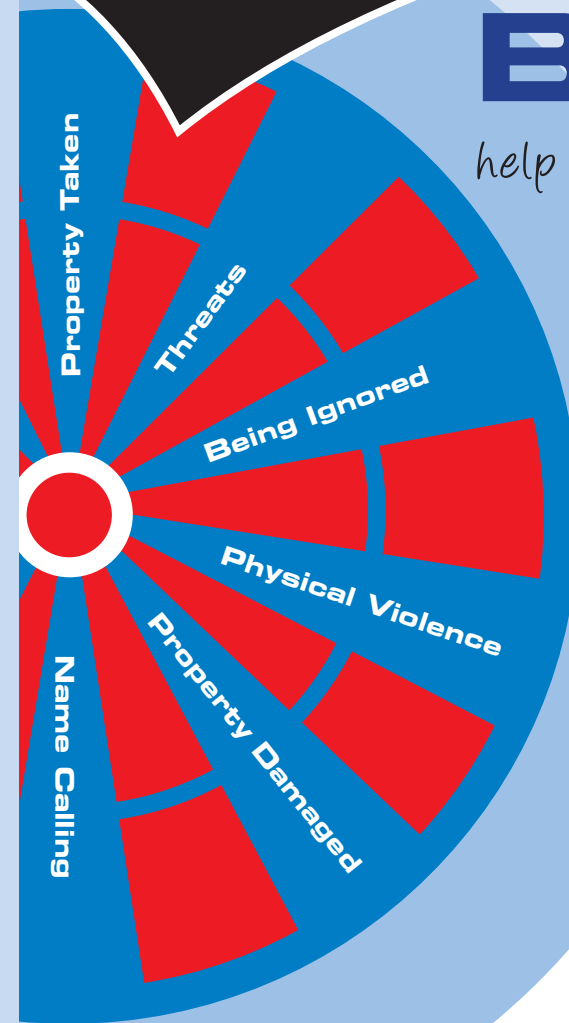
We can give you this information in any other way, style or language that will help you access it. Please contact us on 01332 716924 Minicom 01332 716709 or Fax 01332 716920

**Hindi** हम आपको यह जानकारी किसी दूसरे तरह और ढंग से या दूसरी भाषा में भी दे सकते हैं जिससे आपको इसे प्राप्त करने में मदद मिल सकेगी. कृपया हमसे इन नंबरों द्वारा संपर्क कीजिए 01332 716945  
मिनीकॉम 01332 716709

**Polish** Aby ułatwić Państwu dostęp do tych informacji, możemy je Państwu przekazać w innym formacie, stylu lub języku.  
Prosimy o kontakt: 01332 718010 Tel. tekstowy: 01332 716709

**Punjabi** ਇਹ ਜਾਣਕਾਰੀ ਅਸੀਂ ਤੁਹਾਨੂੰ ਕਿਸੇ ਵੀ ਹੋਰ ਤਰੀਕੇ ਨਾਲ, ਕਿਸੇ ਵੀ ਹੋਰ ਰੂਪ ਜਾਂ ਬੋਲੀ ਵਿੱਚ ਦੇ ਸਕਦੇ ਹਾਂ, ਜਿਹੜੀ ਇਸ ਤੱਕ ਪਹੁੰਚ ਕਰਨ ਵਿੱਚ ਤੁਹਾਡੀ ਸਹਾਇਤਾ ਕਰ ਸਕਦੀ ਹੋਵੇ। ਕਿਰਪਾ ਕਰਕੇ ਸਾਡੇ ਨਾਲ ਟੈਲੀਫੋਨ 01332 716945 ਮਿਨੀਕੌਮ 01332 716709 ਤੇ ਸੰਪਰਕ ਕਰੋ।

**Urdu** 01332 717959 یہ معلومات ہم آپ کو کسی دیگر ایسے طریقے، انداز اور زبان میں مہیا کر سکتے ہیں جو اس تک رسائی میں آپ کی مدد کرے۔ براہ کرم  
مینی کام 01332 716709 پر ہم سے رابطہ کریں۔



# Bullying

help and advice for school staff

**Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally**

**Put a stop to bullying**

**Don't let them target you or your pupils!**

**Derby City Council**  
Children and Young People's Services  
Middleton House, 27 St Mary's Gate, Derby DE1 3NN  
Telephone: 01332 716924 Fax: 01332 716920 Minicom: 01332 716709  
www.derby.gov.uk



2007-2008  
Healthy Schools



**Healthy Schools**  
CITY OF DERBY

## Definition of bullying...

- Verbal - name calling, teasing, swearing, spreading rumours
- Physical - hitting, pushing, pinching, kicking
- Emotional - ignoring or isolating, taking or damaging possessions, being forced to do things against own will, being forced to hand over money
- Cyber - nasty or threatening texts and emails
- Homophobic - based on sexuality
- Racist - based on religion or racial or ethnic origin
- Disability - based on a disability
- Sexual - inappropriate touching.

## Why do people bully?

- Quite often people who bully are unhappy themselves
- They sometimes bully to get attention because they need help too.

## Anti-bullying policy...

Your school has to have an anti-bullying policy by law.

All members of staff, teaching and support, should have access to a copy, be aware of its contents and should be consulted when it is updated.

## How to deal with bullying incidents...

- Be approachable. Listen and respond to the pupil sensitively and objectively
- Make sure you explain that you cannot offer absolute confidentiality
- Have “worry boxes” for pupils to report bullying
- Be clear about your school’s anti-bullying policy and follow the procedure for reporting and dealing with the bullying
- Speak to parents of all concerned where appropriate

- Monitor the situation afterwards
- Make sure the incident is reported in line with the school policy. All schools should return termly figures on bullying incidents to the local authority.

If, as a member of staff, you are being bullied by someone in the school environment, it is important that this is reported.

- Seek advice and information from your union
- Share your concerns with a trusted colleague
- Make a record of all incidents and date them
- If you feel your situation is not being resolved you should follow the school’s formal procedures as adopted by the Governing Body.

## Contacts...

Kidscape 08451 205 204  
NSPCC 0808 800 5000

[www.kidscape.org.uk](http://www.kidscape.org.uk)  
[www.nspcc.org.uk](http://www.nspcc.org.uk)  
[www.bullying.co.uk](http://www.bullying.co.uk)

Also visit:

[www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)  
[www.teachernet.gov.uk](http://www.teachernet.gov.uk)

**Don't let them target you or your pupils!**

**Put a stop to bullying**