



Anti-Bullying Policy

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| Date reviewed | November 2016 |
| Next review date | November 2019 |

Anti-Bullying Policy

At St Mary & All Saints C.E Primary School we wish to ensure that all pupils, are able to learn and work together in a positive atmosphere of mutual respect, co-operation and harmony. We aim to meet fully our legal obligations to safeguard the children for whom we are responsible and to ensure that the school eliminates discrimination, harassment or victimisation.

We will not tolerate bullying of any kind.

We **define bullying** as:

A deliberate action or deed that upsets or harms a pupil so that they feel uncomfortable and unhappy with the result that they are not able to concentrate properly on learning.

Specifically the **key features of bullying** are:

- 1) Though bullying can be a one-off occurrence, it usually happens **repeatedly**.
- 2) It is **deliberate**; hurting someone on purpose – it is not accidentally hurting someone.
- 3) It is **unfair**; the person who bullies is stronger or more powerful (or there are more of them) and even if they are enjoying it the person they are bullying is not.

Bullying can take many forms, including cyber-bullying, and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is the school's first priority but the school recognises that emotional bullying can be just as harmful.

Aims and Objectives

1. With reference to the mission statement for our school, we aim to promote attitudes of mutual respect and responsibility for all our pupils.
2. The school aims to provide a happy, secure and stable environment – in a Christian setting – in which children are encouraged to develop in order to achieve their highest potential.
3. All children are to be encouraged to be aware of their own self-worth – this is reflected within the Christian ethos of this Church school.

Setting Standards

The values and beliefs underlying this Policy are reflected in the following statements:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimize the risks and combat bullying behaviour.
- Victims of bullying will be treated in a supportive manner, rather than being regarded as a burden to staff and peer groups.
- The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.

Preventing bullying

The school aims to create an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest.

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Staff will proactively gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects, or through assemblies. Staff themselves will be able to determine what will work best for their pupils, depending on the particular issues they need to address.

Strategy for dealing with bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

- Discussions at length with the victim. This will require patience and understanding. Remember – Listen, investigate, act.
- Identifying the bullies. Obtain witnesses if possible. Advise the Headteacher.
- Discussions with the bully. Present them with the details and ask them to tell the truth about the situation/incident.
- If they own up, then follow the sanctions identified in the Behaviour Policy.
- If they do not own up, investigate further. If it is clear that they are not telling all the facts, continue with the policy.
- Separate discussions with parents of bully and victim.
- Continuing to monitor the situation by observing at playtimes/lunchtimes and having discreet discussions with victim to ensure no repetition.

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises to such an extent as is reasonable. This can relate to any bullying incidents occurring anywhere off the school premises. Where bullying outside school is reported to school staff, it will be investigated and acted on. The Headteacher will also consider whether it is appropriate to notify the police or Local Authority anti-social behaviour coordinator of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

Cyber-bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying (by text messages, social media or using the internet) can happen at all times of the day, with a potentially bigger audience, as people forward on content at a click. The Education Act 2011 gives teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

Further guidance for parents on how to respond to cyber-bullying and keep their children safe can be found through ChildNet International (www.childnet.com). Staff are expected to be familiar with the guidance provided by 'Cyberbullying: Advice for headteachers and school staff' (DfE 2014).

Monitoring

In addition to these measures, all staff will watch for early signs of distress in pupils to ensure any incidents of bullying are quickly identified.

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Accurate records are to be kept of incidents by the Head teacher – date, time, place, those involved, action taken, follow up. Minor incidents need not be recorded unless they are repetitive. The Head teacher will report regularly on incidents to the Governors.

All data collected is to be evaluated on a regular basis to assess the success of the anti-bullying policy in relation to, e.g.,

- a) staff are more vigilant and responsive to bullying behaviour
- b) incidents of bullying are reduced
- c) pupils feel that the school will actively deal with bullying.

The ultimate aim of this policy should be to provide a learning environment free of any threat or fear, thus being conducive to the attainment of individual aspirations.

Arrangements for monitoring and evaluation

The Governing Body will ensure there is no differential application of the policy and procedures in line with protected characteristics in the Equality Act 2010. It will review this policy regularly to ensure its continuing appropriateness and effectiveness; and it will monitor incidents on a termly basis.

Key points to remember

Everyone is of equal value

We do not tolerate any action, which shows lack of respect for an individual

Everyone has the right to learn in a co-operative atmosphere without fear

Everyone must feel safe at school

We will support those who are bullied

We will help people who bully to change

All members of the school should support our policy by reporting bullying – bullying is too important not to report!

Bullying will not be ignored

Report all incidents –

Do not stand back and do nothing!

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Advice and Guidance for Parents & Carers

1. Take an active interest in your child's social life and discuss this positively e.g. learning, friendships, playtimes, lunchtimes etc.
2. Watch for signs of distress in your child, e.g. not wanting to go to school, a pattern of headaches or other ailments, equipment missing, request for extra pocket money, damaged clothing or bruising.
3. If you think your child is being bullied (apply the three criteria from page 2) make an appointment to speak to your child's class teacher. The teacher will investigate further and let you know the outcome.
4. Work in partnership with your child's teacher and the school to devise solutions and strategies to help your child both inside and outside school.
5. Do not encourage your child to hit back - it will only make matters worse. Instead, encourage your child to make new friends and speak to the teacher.

Advice and Guidance for Pupils

1. Don't be afraid of telling someone if you are being bullied. School staff (teachers, teaching assistants or lunchtime staff) can help sort out the problem.
2. Don't suffer in silence. Talk to someone at home and a member of staff in school with whom you feel comfortable.
3. Try to make new friends who are supportive and who do not get involved in bullying.
4. Listen to/look out for your friends. If they are having problems help them by telling any member of the school staff (teachers, teaching assistants or lunchtime staff).
5. Don't be the friend of a person who bullies. A person who bullies will soon stop if they feel left out of things.
6. If you are part of a group (a bystander) and someone in the group is bullying other children, make sure you take action. You should tell school staff a teacher, lunchtime supervisor or even a member of the playground squad.

For further advice: <https://www.childline.org.uk/info-advice/bullying-abuse-safety/>

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Procedures for staff

The following steps will be followed when dealing with incidents:

1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, and the class teacher notified.
2. A clear account of the incident will be recorded and given to the Head teacher.
3. The Head teacher will interview all concerned and will record the incident.
4. Class teachers will be kept informed and, if it persists, the class teacher will advise the Head teacher and parents.
5. Disciplinary measures will be used as appropriate and in consultation with all parties concerned.

Cyber-bullying

If a bullying incident directed at a child occurs using email or mobile phone technology either inside or outside of school time, these steps should be followed:

1. Advise the child not to respond to the message
2. Refer to relevant policies including e-safety/acceptable use, anti-bullying and PHSE and apply appropriate sanctions
3. Secure and preserve any evidence
4. Inform the sender's e-mail service provider
5. Notify parents of the children involved
6. Consider delivering a parent workshop for the school community
7. Consider informing the police depending on the severity or repetitious nature of offence
8. Inform the LA e-safety officer.

If malicious or threatening comments are posted on an Internet site about a pupil or member of staff, the school should request the comments be removed if the site is administered externally. These steps should be performed as listed below:

1. Secure and preserve any evidence
2. Send all the evidence to Child Exploitation and Online Protection Centre at <https://www.ceop.police.uk/Safety-Centre/>.
3. Endeavour to trace the origin and inform police as appropriate
4. Inform LA e-safety officer.

Children who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with the class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence.

Children who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrongdoing and the need to change
- Discussing with parents or guardians ways in which to help change the attitude of the child/children.

The following further disciplinary measures can be taken, with Governor involvement, where appropriate:

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of school premises

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- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion.