

Anti-Bullying Policy



Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

As a Church school, we believe each person is made in the image of God. We strive to reflect the love of God, love of life and love of learning in all that we do. We endeavour to build our school on our core values of justice, honesty, respect, co-operation and responsibility.

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, social media use
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. Pupils 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 governors, staff, pupils and parents should have an understanding of what bullying is.
- All governors and staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils 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 unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning

- begins to do poorly in school work
- has possessions which are damaged or " go missing"
- 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

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

Recording

All concerns, [either in or out of class] will be recorded by the school, usually by the class teacher. If the incidents have been reported to the class teacher, they will investigate and report to the phase leader. The information will be shared at senior team meetings.

A senior member of staff will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children involved will be informed of what has happened if appropriate, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the concerns document.

Dealing with an Incident

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

1. The children, families and staff need to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted
2. The school expects to support all involved by:
 - Talking the incident through with all parties involved including parents of all children
 - Supporting the child who has been bullied to express their feelings, reassuring them so they feel safe
 - Supporting the person displaying the bullying behaviour to express their feelings
 - Discussing which school rule(s) have been broken
 - Discussing strategies for making amends
3. Measures will be in line with the school's behaviour policy, and may include:
 - Explanation why the inappropriate behaviour is unacceptable
 - Reparation of damaged relationships
 - Time away from an activity
 - Meeting with staff, parent and child
 - Formal letter home from the senior staff member expressing concerns
 - Time out from the classroom or playground
 - Providing a named support adult for the child being bullied
 - Friendship group set up for child being bullied
 - Visits to the Butterfly room / work with Janet
 - Behaviour support plan
 - Involvement with external agencies
4. Safeguarding procedures will be followed when child protection concerns arise.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored by a senior staff member to ensure repeated bullying does not take place.

Prevention

In our school we have the following proactive measures in place to reduce the incidents of bullying behaviour:

- writing a set of class or school rules
- 'worry boxes' in class and by headteacher's / deputy headteacher's office for children to share their concerns with staff

- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- assertiveness role play in PSHE sessions
- making up role-plays having discussions about bullying and why it matters
- raising awareness of bullying issues during collective worship
- discussing bullying during PSHE (Personal, Social and Health Education) sessions
- developing self esteem of pupils through targeted activities
- providing peer group sessions within the PDC for targeted pupils
- reinforcing positive friendship skills
- advising parents of incidents at an early stage
- following up incidents to ensure that bullying has not resumed

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.