

St Anne's CE (Aided) Primary School



Anti-Bullying Policy

Growing Together to Flourish in God's World

Rationale

At St Anne's CE Primary School we recognize that bullying can occur. When it does it can be harmful both physically and emotionally for the victim. It can also be a sign that the child carrying out the bullying has underlying issues that need to be addressed. We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. All members of the school have a responsibility to recognize bullying. The purpose of this policy is to enable adults in the school to prevent and recognize bullying and when it takes place and deal with it effectively.

Bullying will not be tolerated at our school.

Aims

- To promote a secure and happy environment free from threat, harassment or any type of bullying behaviour.
- To create a school ethos in which bullying is regarded as unacceptable.
- To produce a consistent response to any bullying incidents that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps maintain a bullying free environment.

Objectives

- All governors, teaching and support staff recognize their duties under the Equality Act 2010 to eliminate discrimination, bullying and harassment aimed at protected characteristics as defined in the Act.
- All governors, teaching and support staff, pupils and parents have an understanding of what bullying is.
- All governors, teaching and support staff know what the school policy is on bullying and follow it when bullying is reported.
- All pupils and parents know what the school policy is on bullying and what they should do if bullying arises.
- As a school we take bullying very seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- This policy aims to produce a consistent whole school response to any bullying incidents that may occur.

What is bullying?

Bullying is a conscious and willful repetitive act of aggression and/or manipulation by one or more people against another person or people. It is also an abuse of power by those carrying out the bullying, which is designed to cause harm. If bullying is allowed it harms the perpetrator, the target and the whole school community and its culture of safety and wellbeing in the school.

There are many definitions of bullying but most have three things in common:

- It is deliberate and hurtful, including aggression
- It is repeated often
- It is difficult for the victim to defend against

Bullying, in a majority of cases, takes one of four main types:

- Physical – hitting, kicking, taking or damaging belongings
- Verbal – racist, sexist or homophobic name calling or insults linked to protected characteristics as defined in the Equality Act 2010.

- Indirect – spreading stories, isolating from groups or being made the subject of malicious rumours.
- Online/Cyber- the misuse of mobile phones, email, the internet, online games, or other information and communications technology to intimidate, harass or cause harm to other children.

We do not consider bullying to be:

- An isolated incident
- A falling out
- A 'one off' disagreement

Such incidences will be dealt with in line with our Behaviour Policy.

Prevention

We make very effort to ensure that our school is a safe place to learn and develop.

- We have our Golden Promises system in our school which clearly states our values and expectations of behaviour at all times.
- Children and parents and required to sign a Home/School Agreement at the beginning of each year which clearly states our Golden Promises.
- All staff provide positive role models.
- We also have an Acceptable Use of the Internet agreement which states expectations of the safe use of ICT and communication technologies.
- Esafety is built into the curriculum to ensure children are aware of the dangers they can face on the internet or through mobile technologies.
- Email and use of VLE in school is supervised and all communications can be viewed by staff.
- Bullying is addressed through the curriculum and Collective Worship.
- If children are being bullied via technology they must not respond and inform staff immediately.
- Children can share concerns and suggest ideas through the whole class discussions or in confidence with any member of staff.

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 they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go to school on the bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep 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 (to pay bully)
- has dinner or other monies continually 'lost'

- has unexplained cuts or bruises
- comes home starving (lunch money stolen)
- becomes disruptive, aggressive or unreasonable
- 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 and jumpy when a cyber message is received

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

Procedures for dealing with bullying incidents

Teachers should attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children in line with our Behaviour Policy and through celebrating difference throughout the curriculum we aim to prevent incidents of bullying.

We recognize that parents may spot signs of bullying more easily and we encourage all parents to speak to their child's classteacher about any concerns. These will be taken seriously and investigated.

When it is witnessed or reported:

- It is the responsibility of all staff to observe, listen and act promptly.
- Staff will take a calm, impartial and problem solving approach.
- If witnessed/reported during lunchtime the midday supervisor will resolve the immediate situation and then report this to the classteacher.
- Staff will ensure that the victim is and feels safe.
- In any incident of bullying the classteacher will speak separately to the pupils involved in an attempt to get both sides of the story.
- All interviews will be conducted with sensitivity and with due regard to the rights of the pupils concerned.
- Pupils who are not directly involved may be interviewed to provide further information.
- If a group is involved, each member will be interviewed individually and then individuals met as group.
- Time will be spent with the bully to explain why his/her actions are wrong and help them change their behaviour.
- The bully will be asked to genuinely apologise.
- If the incident involves name calling regarding a sensitive issue (e.g. homophobic language or transgender) staff will make a professional judgment along with the victim as to whether the victim and the bully should meet face to face. We recognize that taking standard action in bullying cases could prevent a victim from reporting it.
- In serious cases the incidents will be recorded by staff and given to the Headteacher who will monitor.
- Parents will be informed if they raised the concern initially.
- In serious cases parents will be informed and will be required to attend a meeting to discuss the problem.
- If necessary and appropriate the police or nominated teacher for Child Protection will be consulted.
- If an allegation is made that a member of staff is bullying a child or group of children the Headteacher will be involved immediately to investigate.

If bullying persists:

- The bully, or groups of bullies, will be withdrawn from the playground or classroom for a period of time and their parents informed.
- Their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome problems.
- In more extreme cases where initial stages have proved ineffective, the Headteacher may need to contact external agencies.
- Ultimately, a fixed term or permanent exclusion from school if the bullying behaviour does not stop.

Tackling HBT Bullying Script

Question what the pupil said.

“What do you mean by that? Or “Do you know what that word means?”

Explain what they meant.

Explain what the term means in an age appropriate way.

For example:

KS1: “Sometimes people have two mummies and sometimes they have two daddies”.

KS2: “Sometimes a man loves a man and a woman loves a woman.”

Link to school values.

“Our Golden Promises are to respect and value each other.”

Put it in a personal context.

“How do you think it would feel if you had a friend or family member who was X?”

“How would you feel if someone said that about you?”

Success Criteria

Expected effects of this policy:

- all staff are vigilant in response to bullying behaviour
- pupils feel that the school is trying to reduce and prevent bullying behaviour
- pupils feel that there is less bullying in school
- pupils know that all incidences of bullying will be dealt with
- parents understand the school’s method of dealing with bullying

Monitoring

To ensure this policy is effective it will be regularly monitored and evaluated. Questionnaires completed by the whole school community are used to gauge the effectiveness of the policy. This policy is monitored on a day to day basis by the Headteacher. It will be reviewed annually and amendments made were necessary.

S.T.O.P.

Bullying is if someone does something unkind to you

Several
Times
On
Purpose

If someone does bully you, you must -

Start
Telling
Other
People