



Anti-Bullying Policy

St. Paul's CE Primary School

Policy agreed by Governing Body: 17th October 2018

Statement of Intent

At St Paul's C of E Primary School we are committed to providing a warm, caring and safe place for all our children so that they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously. We acknowledge that bullying does happen from time to time however when bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti-bullying policy.

In line with the Equality Act 2010 it is essential that our school:

- Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- Foster good relations between people who share a protected characteristic and people who do not share it.

At St Pauls C of E Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care

Definition: What Is Bullying?

Staff, pupils and parents at St Paul's were all asked their views and the school has adopted the following definition which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim/s.

Bullying can be:

- **Emotional:** purposeful exclusion, intimidating, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- **Verbal:** persistent name calling, sarcasm, spreading rumours, threats, teasing making rude remarks, making fun of someone
- **Physical:** pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- **Racist:** racial taunts, graffiti, gestures, making fun of culture and religion
- **Sexual:** unwanted physical contact or sexually abusive or sexist comments
- **Homophobic:** because of/or focussing on the issue of sexuality
- **Involving a larger group** e.g. groups targeting certain class members or many using the same behaviour pattern
- **Online/cyber:** setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones or other devices.
- Unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

- An isolated incident
- A falling out
- A 'one off' disagreement
- We see bullying as something done several times on purpose (STOP).

Prevention of bullying

The whole school community can play an important role in the prevention of bullying.

What can **school staff** do to prevent bullying?

- Follow the agreed school behaviour policy with its focus on regularly reminding children of the expectations for behaviour and rewarding caring behaviour
- Follow the agreed anti-bullying policy
- Plan and deliver regular opportunities for children to learn about bullying and friendship issues within their classes and during assemblies, school council, democratic pupil voice and anti-bullying week activities
- When talking about bullying make sure that children know how important it is to tell someone.
- Provide regular opportunities for children to be able to share friendship issues (being sensitive to issues that may need to be dealt with privately) e.g. worry boxes in the classrooms,
- Find time for children to talk to an adult if they want to
- Encourage children to look out for each other
- Be alert around the school to any children who appear to be excluded.
- Be alert to the less supervised areas of the school, such as cloakrooms and toilets to minimise the possibility of bullying occurring.
- Be role models for our children by showing we treat one another with respect, courtesy and care

What can **children** do to prevent bullying?

- Follow the school behaviour policy
- Get involved in discussions and learning about bullying and why it is unacceptable
- Being alert to how children are getting along with each other and sharing any concerns with friends and/or adults
- Telling an adult if you have worries about how you are being treated by others

Strategies for dealing with bullying

What can **school staff** do to deal with incidents of bullying?

Where there is an allegation of bullying behaviour the following actions will be taken:

- A member of staff will investigate further e.g. listens to all parties with an open mind.
- If a bullying incident has taken place the parents of all parties will be informed.
- The bullied child/children will be told that the actions of bully/ies are not tolerated and will be kept informed of the action to be taken against the bully.
- The bully/ies will be shown ways of making amends and will be issued with the appropriate consequence according to the school's behaviour policy.
- If bullying persists the school will invite parents to discuss ways of resolving the problem.
- All instances of bullying will be reported to the Head teacher and recorded on the appropriate documentation
- The class teacher will monitor the behaviour of the children concerned for a period of time to ensure that the bullying is not repeated
- Ultimately, a fixed term or permanent exclusion from school may result if the bullying behaviour does not stop.

What can **children** do if they or someone they know is being bullied?

If a child feels that they are being bullied or sees someone else being bullied then there are several things they can do:

- Tell a friend
- Tell a School Council representative
- Tell a teacher or other adult – take a friend with you if you want
- Write your concern and post it in the 'worry' box
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your Circle Time
- Don't blame yourself for what is happening
- Ring Childline and follow the advice given

What can **parents** do?

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should follow these actions:

- Listen to their child with an open mind and try to collect all the facts – is it bullying or friendship problems, which may resolve naturally?
- Be sensitive to the child's feelings letting them speak for themselves
- Contact their child's class teacher as soon as possible
- Be prepared to work with the school
- Encourage child to talk to an adult in school if further incidents occur
- Support the school's anti-bullying policy
- Discuss the anti-bullying policy with their child
- If parents feel their concerns aren't being addressed they should talk to the head teacher

NB – parents should not:

- Attempt to sort out the problem themselves by speaking to the alleged bully or their parents
- Encourage their child to be 'a bully' back

Role of **head teacher**

It is the responsibility of the head teacher to implement the school anti-bullying policy and to ensure that all staff are aware of it and know how to deal with incidents of bullying. The head teacher will keep accurate records of all incidents of bullying, monitor the incidents of bullying and report incidents on a termly basis. The head teacher will report to the governing body about the effectiveness of the anti-bullying policy on request.

Role of **governors**

The governing body supports the Head Teacher in all attempts to eliminate bullying from the school. The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body will respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Head Teacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

Relationship with other school policies

- ✓ **PSHE Policy:** Anti-bullying education sits within the PSHE curriculum and as such is planned, delivered, co-ordinated, assessed and monitored in line with the school's PSHE Policy.
- ✓ **Behaviour Policy:** This outlines the expectations for behaviour and how we reward caring behaviour and have a system of consequences for undesirable behaviour.
- ✓ **Safeguarding:** Staff will follow the school's procedure for safeguarding if child protection concerns are raised
- ✓ **Confidentiality:** Children have rights under the Children's Act 1989 and can thus expect to be treated sensitively regarding seeking information and advice. However, staff should not give guarantees of confidentiality where the safety and welfare of a child is at risk.

To be monitored and evaluated: December 2019
Governors and school staff to review December 2020

Appendix 1

Possible signs and symptoms

A child may indicate, by different signs or behaviour, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- makes attempts at self harm
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has unexplained cuts or bruises
- comes home hungry (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- 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 taken seriously and investigated as soon as possible.