



St Jude & St Paul's
Church of England Primary School

Anti-bullying Policy

Date: Autumn 2018

Lead: Headteacher/Deputy Headteacher

Committee: Curriculum, Standards and Community

Review date: Autumn 2020

DEFINITION

Bullying is a **persistent, ongoing and repeated** action taken by one or more individuals with the **deliberate intention** of causing pain or distress to another individual or group. In many cases there is an imbalance of power where the target may find it difficult to defend themselves.

Bullying may include any or all of the following actions or behaviours:

- **Physical** - *kicking, punching, slapping, pinching, spitting, biting, pushing or any use of violence.*
- **Verbal** - *swearing, name-calling, teasing, spreading rumours, tormenting, making derogatory comments designed to hurt or cause offence.*
- **Emotional** - *excluding, threatening, tormenting. .*
- **Cyber** - *Email and internet misuse, mobile phone threats and calls, misuse of associated technology, i.e. camera and video facilities and messaging apps.*

Some groups are more vulnerable to being targets of bullying behaviour because of their:

- Race, religion or culture
- Special educational needs or disability
- Appearance or health conditions
- Sexual orientation
- Gender
- Home circumstances including children-looked-after and young carers.

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn. Our school policy has given careful consideration to the six equality strands: race, ethnicity, gender, age, religion, disability and sexuality (REGARDS.) This is to ensure that anti-bullying provision is provided in a sensitive and non-judgmental way that will enable all young people, staff and the wider school community to feel valued and included in effective policy and practices.

As a school we recognize that children sometimes fall out, disagree and argue. We deal with this following our normal sanctions as outlined in the behaviour policy.

AIMS

- To fulfill the schools statutory responsibility to respect the rights of children and our whole staff community and to safeguard and promote their welfare.
- To ensure that all members of the school community are safe from bullying and those incidents of bullying are effectively managed.

- To eliminate bullying behaviour and promote a school ethos in which all pupils and adults are safe and able to realise their full potential.
- To ensure the effective management of bullying and to eradicate bullying behaviour.
- To ensure a consistent and effective approach to managing incidents of bullying.
- To raise awareness among staff, parents/carers and pupils about the issue of bullying and the school's attitude towards it and create an environment in which bullying is seen as inappropriate and unacceptable.

OBJECTIVES

- To understand what bullying is and why it occurs.
- To be proactive in the prevention of bullying.
- To ensure the effective investigation of bullying.
- To accurately record all incidents of bullying and to monitor the effectiveness of strategies used in its prevention.
- To ensure that all members of the school community are clear about their roles and feel responsible for combatting bullying.
- To address the problematic behaviour of those children involved in bullying incidents in a fair and firm manner and to provide support to enable them to change their attitudes and behaviour and to understand why it needs to change.

LINKS WITH OTHER SCHOOL POLICIES

- Child Protection
- Behaviour Policy
- Acceptable Use of the Internet Policy

PARTICIPATION & CONSULTATION PROCESS

The school will gather relevant data, monitor and review practice, procedure and policy. Stakeholders are participants and their views will be included in any ongoing consultation process:

- Awareness raising programmes (Curriculum & parent information evenings)
- Survey/questionnaires distributed to pupils, parents and whole school staff.
- Obtaining the views of elected student representatives' e.g. School Council,
- Seeking the views of parents at information evenings.

RESPONSIBILITIES OF ALL STAKEHOLDERS.

We take the view that everyone has a responsibility to report incidents of bullying or to share their concerns with a member of the school community.

The Responsibilities of Governors

Our Governors will:

- Support the Headteacher in implementing and reviewing the Anti-bullying Policy.
- Ensure the policy is effective through monitoring and evaluation.

The Responsibilities of Staff

Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.

- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to a senior member of staff.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying (refer to appendices).
- Advising their children to report any bullying to their class teacher or a senior member of staff, and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their child/ren and reassuring them that appropriate action will be taken.
- Keep a written record of any reported instances of bullying with specific dates/times
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth; point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

PREVENTATIVE MEASURES

The school has adopted a range of strategies to prevent and reduce incidents of bullying, to raise awareness of bullying and to support targeted individuals/groups and those displaying bullying behaviour including:

- Themed Assemblies/Collective worship
- Co-operative group work
- Circle Time
- Circle of friends
- The support group approach/No blame approach
- Conflict Resolution
- PSHE Curriculum
- Friendship Stop
- Playground Friends
- School Council

- Buddying Up
- Visiting Theatre Groups
- Anti-bullying workshops
- Anti-bullying Week
- Pastoral Support
- Whole school positive behavior system
- P4C
- Managing the environment, e.g. quiet spots

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR

All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all those involved whilst allegations and incidents are investigated and resolved.

The following step by step procedures will be followed in all cases:

- Initially, staff will listen and speak to all children involved about the incident separately.
- Appropriate action will be taken quickly to end the bullying behavior warning/sanctions imposed.
- Appropriate advice will be given to help the victim.
- Work will be done with the bully(ies) to help him/her/them understand and change his/her/their behaviour including investigating the underlying reasons as to why they are bullying.
- In serious cases e.g. when threatening behaviour is involved, parents will be informed and invited into the school to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Should the bullying continue the Head teacher may make a decision to exclude the child. The parents then have the right to appeal to the Governing Body and the LA.
- Appropriate records will be kept of all incidents.

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF

Staff will continue to access relevant training regularly through local education authority/borough training and initiatives, Anti-bullying Agencies/Charities Programmes and INSET days.

MONITORING AND REVIEW

To ensure the policy is effective, its impact will be regularly monitored and evaluated through consultation with all stakeholders and will be amended as necessary.

APPENDIX

I. Signs and Symptoms of bullying

A child may indicate, by different signs or behaviour, that he or she is being bullied. Adults should be aware of these signs and investigate further if a child:

- Is frightened of walking to or from school (begins truanting).
- Becomes withdrawn, anxious or lacking in confidence (feels ill in the morning).
- Begins to underperform in school work.
- Has possessions 'go missing'.
- Asks for money or starts stealing money (to pay the bully).
- Is frightened to say what's wrong.

NB. This is not a definitive list but suggests some of the signs and symptoms. 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.

