



ST MARY'S C OF E (AIDED) PRIMARY SCHOOL

ANTI-BULLYING POLICY

As a school we value and aim to promote good relationships through mutual respect between all members of the community.

This policy is set within the context of our school aims, which are:

Learn

- Develop enquiring minds and a spirit of curiosity.
- Achieve high standards in all areas of the curriculum.
- Be flexible and adaptable for the modern, technological world.
- Become highly motivated life-long learners.
- Develop an understanding and respect for other races, cultures, gender, people with disabilities, religions and associated points of view

Love

- Have high self esteem - respecting themselves, others and the environment.
- Learn to co-operate and collaborate.
- Solve real problems skilfully.
- Become balanced, 'well rounded' individuals who are culturally aware and welcome cultural diversity.

Believe

- Make progress emotionally, morally, physically, socially and spiritually with Christian values as a basis.
- Accept Jesus' rules for living and the school code of conduct.
- Be part of a caring community serving the school and those associated with it.

The Aims of this Policy

- To ensure a whole school approach to bullying.
- To state clearly that bullying will not be tolerated in St. Mary's Primary School. Any individual case reported will be fully investigated and dealt with.
To understand the procedures that will be adhered to should an incident of bullying be reported by a child, parent, governor or a member of staff.

What is Bullying?

'Behaviour by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally' is 'Preventing & Tackling Bullying Oct 2014

Bullying can occur face-to-face, through third parties or through sending messages or images by email, text, or over the Internet.

When is it Bullying ?	What should you do?
S everal	S tart
T imes	T elling
O n	O ther
P urpose	P eople

Bullying can be:

- Emotional: being unfriendly over a period of time; tormenting (eg hiding books, threatening gestures).
- Physical: eg pushing, kicking, hitting, punching or any use of violence.
- Verbal: name-calling, sarcasm, spreading rumours, teasing

Cyber: All areas of internet ,such as email and internet chat, Twitter, Facebook misuse, mobile threats by text messaging and calls Misuse of associated technology , i.e. camera and video facilities, I- pad, games consoles

- Bullying may be related to:
- Race
- Gender or gender identity including transphobic bullying
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, incl Young carers and poverty
- Sexual orientation (Homophobic and Biphobic bullying),
- Transphobia,
- Sexism, or sexual bullying

The Anti-Bullying Alliance defines bullying as the intentional, repetitive or persistent hurting of one person by another, where the relationship involves an imbalance of power.

Children and adults can both bully and be bullied at the same time and bullying may be:

- Child to child
- Child to adult
- Adult to child
- Adult to adult

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

Child with bullying behavior and target staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to become a target to the behaviour of others.

Children and staff have the right to work in a safe and secure environment and to be treated with respect. Our school has a responsibility to respond promptly and effectively to issues of bullying. We have a very effective programme of Personal, Social and Health Education and Citizenship and issues surrounding bullying. This gives children the opportunity to develop personal skills and strategies to cope with bullying, both now and in the future. The school is also committed to promoting acceptable behaviour through its PSHE and Citizenship programme. Pupils who are bullying need to learn different ways of behaving.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Bullying has the potential to damage the mental health of a victim. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving

Recording of Bullying Incidents

When an incident of bullying has taken place, staff will record and report each incident. In the case of racist bullying, this must be reported to the Headteacher. This will then be reported to the governors.

What are the procedures for incidents involving children?

1. Any incidents of suspected bullying should be reported to the class teacher in the first instance), who will gather evidence and decide whether the incident is a matter for bullying policy or behaviour policy and record in the appropriate file.
2. It is acknowledged that children will fallout which can be upsetting but is not bullying.
3. Parents of the child with bullying behaviour will be contacted about the incident or about any concerns that they may be having.
4. If the class teacher confirms that it is a case of bullying they will speak to the child with bullying behaviour and inform them that the bullying must be stopped immediately. The class teacher will also reassure the target that school will work to stop the bullying and advise them to tell a member of staff immediately if it doesn't. The parents / carers of both parties will be informed.
5. If bullying incidents continue this must be reported to the Headteacher, by the child, parent of class teacher
6. The Headteacher, who has lead responsibility for bullying incidents, will record any further incidents in the school's bullying file.

If parents are not satisfied with the way in which any incidents have been followed, they should speak to the Headteacher.

The Governors will be informed of any incidents recorded in the log along with incidents, sanctions and reconciliation. This forms part of the termly Headteacher's Report.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority 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 should always be informed.

Parents are expected to role model positive behaviour and set good examples. The school is not responsible for the actions of adults within the school grounds or outside of school. If incidents occur between parents, or a member of staff is threatened or bullied on school premises we may consult the police, if necessary.

Strategies for Preventing Further Incidents

The following strategies may be used and each case will be monitored to ensure repeated bullying does not take place:

- The child with bullying behaviour will be asked to genuinely apologise. If possible, the pupils will be reconciled.
- A restorative approach is taken whereby both parties are brought together to repair the relationship through support by their peers and by the child with bullying behavior being encouraged to take responsibility for their own behaviour.
- The child with bullying behaviour may go 'On Report' for a fixed period of time in consultation with their parents. The Report Card is completed at the end of each session and sent home for parents to see and comment on the child's behaviour.
- Outside agencies may be consulted e.g. Specialist Teaching Service, Educational Psychologist, if further advice and support is deemed necessary.
- The school may also inform Social Services or the Police, in line with our Child Protection Policy, if necessary.
- Very serious breaches of this policy or the Behaviour Policy may result in a Fixed Term or Permanent Exclusion. LA guidelines will be followed in this event.

Prevention of Bullying

The school uses a variety of methods for helping children to prevent bullying as and when appropriate, these may include:

- Agreeing a behaviour contract.
- Writing stories or poems or drawing pictures or posters about bullying.
- Reading stories about bullying or having them read to a class or assembly, followed by discussion to raise awareness, with a special focus during Anti-Bullying Week in November.
- Making up role-plays
- Having discussions about bullying and why it matters
- Following Social and Emotional Aspects of Learning (SEAL) programme on Bullying
- Positive play scheme
- Rewards for positive behaviour
- Buddy System where older children support younger children.
- Sports Ambassadors supporting children at playtime.
- School ethos encourages positive friendships and relationships with peers.
- R Time approach
- Displays

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Council rep
- Tell a teacher or adult whom you feel you can trust
- Go to the Friendship stop
- 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 PSHE time
- Ring Childline and follow the advice given

Bystander

If you see bullying taking place, report it to an adult. Children are being encouraged to be an active bystander through assemblies, child friendly policy, anti - bullying display, Kidscape training, School Council work and the School Council have two representatives wearing high visibility jackets available to talk to each play / lunchtime.

Procedures for Dealing with Incidents involving Staff

Bullying in the workplace can be defined as the persistent use of offensive behaviour which gradually undermines a person's self esteem and confidence. Any form of bullying against staff from any source is unacceptable and any incidents of bullying should be reported immediately to the Headteacher. If the allegation is against the Headteacher then staff should seek advice from the Chair of Governors or the LA' School Complaints Officer. LA guidance will always be sought in the event of allegations of workplace bullying and, if necessary, advice will also be sought from professional associations.

Staff Training

Child safeguarding, Behaviour Policy and Anti-Bullying Policy are part of whole staff training on an INSET day every year, as well as further staff meetings as and when necessary.

MONITORING AND EVALUATION OF THE POLICY

The policy will be part of the everyday life of the school. It will be maintained regularly through:

- PSHE and curriculum tasks.
- Assemblies

- It will be a regular item on School and Class Council Agendas, at staff and Governors' meetings.
- Its effectiveness will be monitored through annual parent, pupil and staff questionnaires and reported incidents.
- Anti-Bullying also forms part of the governors monitoring calendar

The effectiveness of this policy will be monitored and evaluated by the subject leader and will be reviewed every two years or earlier if necessary, in order to take into account new initiatives and research, changes in the curriculum, developments in technology or changes to the physical environment of the school.

The following policies also link to the Anti Bullying Policy.

Behaviour, E-Safety, Racism, Acceptable User for ICT, Safeguarding

This policy was ratified by the Full Governing Body on March 2016

Agreed	2011	2012	2013	2014	2016	Mar 2017
Ratified	4.10.12	14.11.12	Nov 13	Nov 14	Mar 16	Jun 17
Signed	4.10.12	14.11.12				

Appendix 1

What are the signs of bullying?

Signs of bullying can be extremely variable and will very much depend on the individual. It is important, however, that parents/carers and school staff are aware of the signs and symptoms associated with bullying so that they can identify possible problems.

The more common signs include:

- **Physical signs** e.g. Physical injuries, damaged clothing with no convincing explanation and general ill-health due to stress
- **Emotional signs** e.g. mood swings, apparent changes in personality, constant anxiety/nervousness, depression or tearfulness for no apparent reason, lack of confidence, negative self-image, hostility and defensiveness
- **Behavioural signs** e.g. withdrawn, frequent, unexplained absences, poor concentration, change in eating habits and disruptive/challenging behaviour.
- **General** e.g. frequently "lose" money/possessions, appears tired and lethargic, avoids entering/ leaving school with others.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

Appendix 2

Help Organisations:

Leicestershire County Council Anti-Bullying Website www.beyondbullying.com
Childline www.childline.org.uk
Tel: 0800 1111

Advisory Centre for Education (ACE) www.ace-ed.org.uk
Tel: 0808 800 5793

KIDSCAPE www.kidscape.org.uk
Tel: 08451 205 204

Workplace Bullying www.workplacebullying.co.