

Anti – Bullying Policy



St Mary & St Paul's Primary School
October 2016

OVERVIEW

In this school, bullying and other forms of unacceptable intimidation, including cyber bullying by internet or mobile phone, will not be tolerated.

All children are to treat others with kindness and respect and all will care well for each other. All will come to school without fear and they will be happy and safe in school. Everyone will be vigilant and they will act promptly to intervene if there are any signs or reports of bullying.

OBJECTIVES

1. To ensure that all feel safe and free from bullying and intimidation.
2. To ensure that all children understand what bullying, including cyber bullying is.
3. To build an ethos where learners feel safe and free from threat and intimidation.
4. To promote good relationships where all are treated well and where learners care for each other.
5. To act promptly and effectively at the first sign of bullying.
6. To encourage learners and parents to report any attempted bullying.
7. To protect and reassure any victims of bullying.
8. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
9. To make this a happy school that is free from bullying of any kind including cyber bullying.
10. To ensure that all issues of racist, homophobic, gender or religious bullying are recognised as being unacceptable in any form.

STRATEGIES

1. We will use our behaviour policy effectively to promote good behaviour so that there is an ethos where bullying is unacceptable.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported.
3. Learners will be encouraged to report bullying and when they do they will be listened to and taken seriously.
4. Any allegation of bullying will be investigated and followed up.
5. Any cyber bullying of staff or pupils, in or out of school, must be reported and then investigated rigorously, in conjunction with any relevant authority including the police if appropriate.
6. Any victim of bullying will be well protected immediately and in the future.
7. Any allegations of bullying will be reported to the Headteacher.
8. PSHE and circle time will be used to discuss bullying and to ensure that all are aware that bullying is never acceptable and that the victim must always report it to parents, staff or friends.
9. We will use the school's discipline and rewards strategy to reinforce this anti-bullying policy.
10. Learners and their parents will be made aware of this policy.
11. The parents of all concerned will be informed and involved in any reported incident and they will be expected to support this school policy.
12. To investigate all forms of bullying including racist, homophobic, gender or religious and report to the Headteacher.

The role of the teacher and support staff

- 3.2 If staff witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then after consultation with the Headteacher, the teacher informs the child's parents. Incidents are recorded on behaviour incident sheets and stored in the Anti Bullying file. Any racial or homophobic recording sheets are held in the pastoral office
- 3.3 All incident sheets are held in the pastoral office taking into account incidents occurring outside of the classroom, either near to the school or on the way to and from home. If any adult witnesses an act of bullying, they should record the event on one of the sheets and pass it to one of the Pastoral team.
- 3.4 All monitoring / recording of incidents sheets are held in the Anti Bullying file in the school office together with any incidents which are 'one off' events.
- 3.5 If as teachers, we become aware that any bullying takes place between members of the class, we deal with the issue immediately. This may involve learning mentor support and counselling for the victim of the bullying and support for the child who has carried out the bullying. We spend time talking to the child who has been bullied : we explain why those actions were wrong and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the Headteacher and the Pastoral team. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example , where these discussions have proven ineffective, the Headteacher may contact external support agencies such as social services and the child may receive a fixed term exclusion.
- 3.6 Staff attend training , which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 3.7 As a school staff, we attempt to support all children in class and the establish a climate of trust and respect for all. By praising, rewarding and celebrating the successes of all children, we aim to prevent incidents of bullying.

4 The role of the headteacher

- 4.1 It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy, on request.
- 4.2 The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why such behaviour is wrong, and the actions which the school is taking to prevent it.
- 4.3 The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

- 4.4 The Headteacher sets the school climate of mutual support and praise for success, thereby making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5 The role of governors

- 5.1 The governing body supports the Headteacher in all attempts to eliminate bullying (in any form – including cyber, racist, sexist, homophobic bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- 5.2 The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher 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.
- 5.3 The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him / her to conduct an investigation into the case and to report back to a representative of the governing body.

6 The role of parents and carers

- 6.1 Parents and carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher, Learning Mentor or Family Support Worker immediately. If they are not satisfied with the outcome of this, they should contact the Headteacher. If they remain concerned that their worries have not been taken seriously or acted upon appropriately, they should write to the Chair of Governors (refer to school complaints procedure)
- 6.2 Parents and carers should be aware of the increasing dangers of 'cyber bullying', through the sending of text messages to mobile phones or the posting of personal information or views on social networking sites, and should exercise due parental responsibility in supervising their children's use of phones and the Internet.
- 6.3 Parents and carers have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

7 The role of pupils - What happens at our school if bullying is discovered?

Please note that this is not a staged approach to dealing with any issue

- 7.1 Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. They have opportunity to speak to any member of staff, or use the 'Thoughts Box' in the school hall.
- 7.2 Older pupils will be able to write down what has happened if needed
- 7.3 We will bring the children together and ask them to explain how they are feeling and to listen to each other and try to reach a way forward
- 7.4 The bullying behaviour or threats of bullying must always be investigated by Class Teacher or a member of the Pastoral team

- 7.5 For all cases of bullying, the incidents will be recorded In the Bullying Log and the Pastoral team (including the Headteacher) should be informed
- 7.6 In serious cases parents should be informed and may be asked to come in to a meeting to discuss the problem
- 7.7 When necessary, governors will be informed
- 7.8 If necessary and appropriate, police will be consulted by the Head Teacher
- 7.9 We want to see people doing the bullying punished so that everyone can understand that bullying is serious but want support for them too so that they can understand their feelings and change their behaviour. Support may include: Small group support/ Peer Mentor support
- 7.10 Punishments will be tailored to age of child and circumstances. Details of punishments may be confidential.
- 7.11 The person doing the bullying may be asked to genuinely apologise when they understand how they have hurt the person being bullied
- 7.12 In serious cases of bullying, suspension or even exclusion will be considered by the Head Teacher with the governors.
- 7.13 After the incident / incidents have been investigated and dealt with, each case will be monitored by Class Teacher, Senior Staff and the Pastoral team to ensure repeated bullying does not take place.

This policy cannot stand alone. It has links with:

- The PSHE Policy
- Behaviour Management Policy
- The E-Safety Policy
- The school Complaints Procedure

8 Monitoring and review

- 8.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors on request about the effectiveness of the policy.
- 8.2 The anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this by examining the school's anti-bullying logbook, where incidents of bullying are recorded, and by discussion with the Headteacher. Governors analyse information for patterns of involvement of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs, having regard to the Equality Act 2010.
- 8.3 This policy will be reviewed every three years or sooner if necessary.

Signed:

Date: