

St Nicholas and St Laurence CE VA Primary School



**Inspire to Aspire
Life in all its fullness**

Anti-Bullying Policy

This policy was reviewed in the Autumn Term 2020

Date of adoption: Spring term 2021

Date for review: Spring term 2024

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

All children have the right to be safe and happy at school and not to be hurt or upset by people. We aim to ensure that everyone in school, including children and staff, will know what is and what is not bullying. Staff members, children, parents and governors will work together to create a happy, caring and safe environment in school where children can flourish and learn.

Our children know that they can tell someone in school if they are hurt, taunted or threatened by others and that they will be listened to in a sympathetic way and action taken to resolve the situation.

We instil in children that bullying is unacceptable and try to prevent bullying happening. We have a clear procedure for dealing with bullying when it occurs and we ensure children are aware of the consequences that will happen to them if they bully others.

Our Anti-bullying policy links closely with the Behaviour Policy, Disability Equality Scheme, Inclusion Statement and the Gender Equality policy, Equality and Diversity Policy

The school does not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. While it is very difficult to eradicate bullying, we do everything in our power to ensure that all children attend school free from fear.

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures are part of the school's behaviour policy and are communicated to all pupils, school staff and parents.

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

- Emotional - Being unfriendly, excluding, tormenting
- Physical - Hitting, kicking, pushing, taking another's belongings, any use of violence
- Racial - Racial taunts, graffiti, gestures
- Sexual - Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
- Direct or indirect verbal - Name-calling, sarcasm, spreading rumours, teasing

- Cyber-bullying - Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

What Is Bullying?

Bullying is when an individual or a group repeatedly and deliberately hurts, someone else, either physically or emotionally, especially when they are unable to fight back.

What Kinds Of Bullying Are There?

- **Verbal:** Name calling or saying hurtful things about the person's appearance, beliefs, family or things they do. Making fun of the person or their name.
- Making threats or forcing the person to do something they don't want to do.
- **Physical:** Physically hurting the person, such as kicking, hitting, pinching, pulling hair. It also includes taking or damaging other people's belongings.
- **Exclusion:** Leaving the person out of activities on purpose to make them upset.
- **Cyber bullying:** Sending hurtful or embarrassing texts, messages or saying things on social networking sites. It also includes passing on hurtful or embarrassing photos and messages to other people.

All types of bullying can also be based on a prejudice because of someone's, race, religion, disability, gender or be homophobic in nature.

Prevention of bullying

The school is committed to prevent bullying in all its forms.

- At playtimes 'playground leaders' are recruited from KS2 to monitor and support play at playtimes.
- Buddies are trained and in place every playtime and lunchtime for children to talk to if anything is worrying or concerning them, and they do not want to speak to an adult.
- Outside speakers are utilised to deliver the anti-bullying messages and what they can do to keep themselves safe – e.g. ChildLine and Amy Simister re cyber bullying.
- It is a regular item on the agenda for the School Council.
- Circle Time (Jigsaw) takes place regularly within classes to discuss issues of concern.
- The school give bullying issues priority. Restorative techniques are used if appropriate but each case of bullying will be dealt with in consultation with the victim.
- Where needed, staff will run a 'Hub Club' – this is available to support any children as necessary.
- Parents are notified if incidences of bullying take place.
- Lunchtime supervisors are asked be on high alert at the most vulnerable times for pupils i.e. in the cloak rooms or playground - We are very explicit with the children and call this 'Bully watch'.

- 'Bully watch' is put into place for specific pupils if there are any incidences of bullying reported by children, reported to the school by parents or are observed within school.

How the school will respond to bullying

As a school we will:

- Never ignore reported or suspected bullying
- Ensure that the bullied child feels and is safe in school
- Don't make premature assumptions
- Listen carefully to all accounts. Several pupils saying the same does not necessarily mean they are telling the truth
- Adopt a problem solving approach which moves children on from justifying themselves
- Follow-up repeatedly to check bullying has not resumed

The school has a pro-active approach to ensure children do not become victims of bullying. The school understands the power of 'restorative justice' and will put Emotional support into place to ensure that pupils have the 'tools' to be resilient and problem solve to ensure all incidents of bullying STOP!

For any child being bullied, support and compassion will be given by any member of staff that needs to be aware of bullying incidents. Staff communicate readily and share concerns.

The children involved will be spoken to separately and a Restorative approach will be attempted to try and resolve the conflict/ bullying if this is appropriate. The victim of bullying will be supported and monitored.

Ultimately if incidents of bullying continue to be repeated the school will exclude the child from school.

Guidance for children

What Should You Do If You Feel You Are Being Bullied

- Firstly tell a grown-up in school whom you know well or you can trust. If you don't feel you can do this, ask your parents to speak to your teacher. It is important to always tell a grown-up.
- Whoever you choose to tell will listen to what you have to say and tell you what will happen next. They will ensure that you are feeling safe in school.
- The school will make investigations by talking to the other person(s) and any witnesses. A decision will be made about how the problem can be sorted out.
- You may be asked if you would like to try and resolve the issues in meeting with the head teacher but only if you feel comfortable with this.
- If necessary, the school will talk to the parents of the other person(s) involved.
- The school may also talk to you and your parents and tell your parents what has happened and what is going to happen next.
- We will write down all the times that bullying happens and keep checking with you to ensure that you are feeling safe and that the bullying has stopped.

What should you do if you think someone is being bullied?

If you think that someone else is being bullied, tell someone at school what you have seen or heard.

The Role Of Parents And The Wider Community

- The school acknowledges the importance of establishing a shared understanding with parents and the community at large of what bullying is and the detrimental long-term effect it can have on health and well-being of all parties concerned. Parents and the wider community have an important role to play in working with the school to tackle incidents of bullying and resolve issues.
- Parents should inform the school as soon as possible if they feel their child is involved in bullying either as a target, witness or is doing the bullying.
- Parents should support the key messages being given to pupils and where appropriate attend meetings and contribute in a positive way to actions aimed at solving any problems.

If a parent reports that their child is being bullied to the school, the following will happen:

1. *A meeting will be arranged with the Head teacher or, in their absence, the assistant Head teacher.*
2. *The information will be recorded.*
3. *The head teacher will follow up the incident and investigate. They will report back to the parents within 14 days – but parents will be encouraged to get in touch with the Head teacher if they have any further concerns in the meantime.*
4. *If parents do not feel that the matter has been dealt with appropriately they have the right to follow the Complaints procedure outlined on the school web site.*