



# Anti-bullying Policy

**March 2019**

*Article 19: Each child has the right to be protected from being hurt and mistreated, in body and mind*



## Statement of Principle

At St Benets' R.C. Primary School, we aim to provide an environment that is both safe and secure, in which children may develop and grow positively to achieve their full potential. Therefore, we believe that all of our children are entitled to be treated with respect and understanding, and to participate fully in school life without experiencing intimidation. Bullying prevents this entitlement from being met and as such causes inequality of opportunities. It is the responsibility of all members of our school community to prevent this from happening.

We understand the importance of listening, and aim not only to actively listen to the children and young people in our care, but also to act accordingly on information imparted to us. In this way, we hope to ensure that a safe, secure and positive environment is maintained.

### Definition:

#### Bullying Behaviour Meaning

Bullying is behaviour which hurts or causes distress by taking unfair advantage of another person in some way, making him or her feel uncomfortable or threatened.

Bullying may be:

- (a) **physical** - hitting, kicking, pushing people around, spitting; or taking, damaging or hiding possessions;
- (b) **verbal** - name-calling, taunting, teasing, insulting, or demanding money;
- (c) **exclusionary behaviour** - intimidating, isolating or excluding a person from a group;
- (d) **general unkindness** - spreading rumours or writing unkind notes, phone texts or e-mails;
- or
- (e) **cyberbullying** - using the internet, mobile 'phones, social networking sites (such as WhatsApp, Instagram and Twitter) to deliberately upset someone else

Bullying may also be:

- (f) **sexual** - talking to or touching someone in a sexually inappropriate way;
- (g) **sexist** - related to a person's gender or gender reassignment;
- (h) **racist, or relating to someone's religion, belief or culture;**
- (i) **related to a person's sexual orientation (homophobic);**
- (j) **related to pregnancy or maternity;**
- (k) **related to a person's home circumstances;** or
- (l) **related to a person's disability, special educational needs, learning difficulty, health or appearance.**

This anti-bullying applies to pupils, parents and members of staff. This policy interacts with the school policies on Safeguarding, Equality and Online Safety including the Acceptable Use of IT Policy.

Our School Council defined bullying in March 2019 as:

*'Bullying is when people continue to hurt others. This might be physical or could be saying unkind things to people over and over again. It can occur online also. '*

### **Cyber-bullying**

- Cyber-bullying uses electronic communications (email, chatrooms and social networking sites, text messages and mobile phone pictures, etc.) to bully.
- The school will investigate cases of cyber-bullying. In doing so, it will seek the support of parents, of the police and internet service providers.
- Cyber-bullying cases can often be difficult to resolve because they occur out of school hours and often involve pupils from other schools. However, the school is committed to doing what it can, consistent with the reasonable use of its resources, to support pupils who are being bullied and assisting their parents to resolve the matter.
- Pupils who engage in cyber-bullying can expect disciplinary action to be taken against them.

### **How Can Pupils Report Bullying in School?**

Pupils can either report bullying incidents through:

- Speaking to a member of staff
- Y5/6 Buddies
- School Council Representatives
- Worry boxes, bubble boards and other confidential reporting areas within the classroom/ school

### **How Can Parents Report Bullying in School?**

At times, pupils may not feel confident enough to speak out directly; therefore, parents may inform the school through:

- Speaking to the class teacher
- Making an appointment with an appropriate member of staff to discuss the issue (ie: the head teacher)

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. This is endorsed through home school agreements.

They should:

- expect the school to take bullying seriously
- support school in its policy against bullying by discussing it with their child
- encourage their child to follow the school anti-bullying code
- inform school if their child is experiencing bullying
- support school in its actions against those who bully
- always contact school if they have a concern about bullying

### **What Will School Do with the Information That is Shared?**

We aim to build an anti-bullying climate in school, therefore increasing understanding for the victims of bullying. All incidents are treated confidentially and are taken seriously. Such incidents shall be recorded via CPOMS which is our secure school electronic sharing method as well as speaking verbally to the staff working with the pupil.

These are monitored closely by the Head teacher to identify potential patterns in children being bullied/bullying, timings of the school day, particular days in which it occurs. This record of events also enables staff to monitor whether an intervention has been successful.

### **How Will the School Investigate, Support and Record?**

When an incidence occurs at St Benets', we seek information from both individuals/groups of children; both parties are listened to carefully. This information is recorded via CPOMS. Once the full series of events have been collated and recorded, then the parents are invited into school to discuss the series of events that have occurred.

The parents will meet with the key member of staff who has been dealing with the issue. This may be the class teacher, the Head teacher or both, depending upon the severity of the incident. Parents are expected to support the school in the decisions taken in order to ensure that there is a positive outcome for everyone. Their opinions are also recorded and taken into consideration. Support for both groups of children will be provided. This may take the form of group programmes such as 'Zippy's Friends' 'Social Stories' or 'Rainbows' or an individual intervention such as 'Time to Talk'. Adults who have received the appropriate training will deliver these. Sanctions for the bully will be imposed which may range from missing playtimes to a permanent exclusion for serious cases.

If a child is being bullied over a period of time, then, after consultation with the Head teacher, the teacher informs the child's parents promptly. Parents are encouraged to report any problems at home to the class teacher or Head teacher in order for staff to be aware and have an understanding of any underlying issues that may result in bullying incidents.

If bullying continues after sanctions have been imposed and the child has not responded to an intervention programme then parents will be invited in again to discuss a way forward which all parties agree will have an impact.

As a school we strive to encourage the bully to see the impact of their behaviour upon another child and visualise how it might feel if it was themselves. Parents will be invited back to review the programme implemented and discuss the next steps to be undertaken.

Any child who has been bullied or has bullied another child will be closely monitored by all members of staff, including class teacher, lunch-time supervisors and teachers on duty. The Head teacher will be fully informed about all developments.

### **The Role of Governors**

The Governing Body supports the Head teacher in all attempts to prevent bullying from our school. The Governing Body will not tolerate any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The Governing Body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head teacher to keep accurate records of all incidents of bullying (via CPOMS), and to report to the governors on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the Chair of Governors to look into the matter, by following our School Complaints Policy. 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 Head teacher, and asks her to conduct an investigation into the case, and to report back to a representative of the Governing Body.

### **The Role of the Head teacher**

The Head teacher strives to promote positive behaviour at all opportunities through good teacher/pupil relationships and the use of verbal praise, house points, green behaviour reward tickets, stickers and head teacher's awards.

It is the responsibility of the Head teacher 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 Head teacher reports to the Governing Body about the effectiveness of the anti-bullying policy on request.

The Head teacher is also responsible for monitoring CPOMS to check for any patterns in events, pupils, situations, locations that may occur. They will respond to any patterns that may occur by making appropriate adaptations and alterations.

### **The Role of the Teacher and Support Staff:**

All staff in school pride themselves on building good professional relationships with all children. Pupils are rewarded for good behaviour through verbal praise, house points, 'Good to be Green' rewards and the use of stickers. Additionally our school take all forms of bullying seriously, and seek to prevent it from taking place. This behaviour is not accepted or tolerated.

Through their training and experience, members of staff are expected to promote an anti-bullying culture by:

- celebrating achievement;
- anticipating problems and providing support;
- disciplining sensibly, fairly and consistently, taking into account any special educational needs or disabilities of the pupil and the needs of vulnerable pupils;
- providing opportunities to listen to pupils.

When any bullying takes place between members of a class, the teacher will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying. Time is spent talking to the child who has bullied: explaining why his /her action was wrong and that child is encouraged to change his/her behaviour in future. The Head teacher will be informed and it is likely that he/she will wish to speak to both parties. The children's parents are then invited into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Head teacher may contact external support agencies.

Teachers may use PSHE lessons to address reoccurring issues that have arisen. All worries written by the children are taken very seriously.

Teachers also address bullying issues as part of their PSHE curriculum and as part of the National Anti-Bullying Week. The PSHE coordinator also has the responsibility for promoting anti bullying strategies in school. Member of staff also teach pupils how to stay safe online, these messages are repeated on a termly basis.

### **Online safety**

All children are reminded about how to use all aspects of IT on a daily basis; however key messages are also shared with children on Safer Internet Day every February and during Anti Bullying Week in November. Parents are also reminded of key e-safety messages through text messages, emails, newsletters and e-safety sessions.

### **Equality**

All children are encouraged to celebrate diversity. Every year the children spend a week studying Judaism during the Autumn Term and a week looking at Islam in the Spring Term. Such learning is also consolidated at other times of the year, perhaps following a significant event in the news or a link to Christianity. During our Other Faiths Weeks, the children learn about these world faiths in detail and why the beliefs are in practice.

The children are also taught about the special needs of others within school. This might be when a child joins school or when a special educational need develops.

### **Staff training**

All staff and governors receive Child Protection training every two years as well as training about other areas of safeguarding such as PREVENT. Senior leaders have also completed some training on Child Sexual Exploitation (CSE), Female Genital Mutilation (FGM) and Harmful Sexual Behaviours. Such training enables staff to support any child who may reveal any issues during the investigation of any bullying incidents. The Head teacher will monitor incident records to spot trends or patterns of behaviour and to take action to challenge prejudice.

### **Monitoring and review**

This policy is monitored on a day-to-day basis by the Head teacher, who reports to governors on request about the effectiveness of the policy. The policy may need to be adapted due to events occurring in the school.

This Anti-Bullying Policy is the Governors' responsibility, and they review its effectiveness annually.

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