



St Peter's Church of England (Aided) Primary School

Anti-Bullying Policy

The Governing Body of St Peter's Church of England (Aided) Primary School
adopted this policy on 15/06/2016.

Signed: _____ (*Chair of Governors*)

Signed: _____ (*Head Teacher*)

Review every 2 years

Statement of Intent

'Bullying is very common in society and the results can be devastating. In Church Schools it cannot be accepted as it is contrary to our Christian ethos. Bullying violates the value that each child and therefore adult has before God. It is essential to affirm that each person has the right to walk in freedom and security, to develop their full potential. Bullying is the denial of this basic right.'

- All are made in God's image regardless of ethnicity, language or culture
- Difference and diversity are an integral part of God's creation
- As children of God, all are equal in dignity and value
- God longs for his children to be reconciled, to live justly in authentic community
- God's people are called together to participate in God' s mission; honoring equality, celebrating difference, seeking social justice and nurturing reconciling communities'¹

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a ***LISTENING*** school. This means that anyone who knows that bullying is happening is expected to tell any adult in school and they will be listened to. Overall responsibility for dealing with bullying rests with the Head Teacher but initial concerns should be shared with the class teacher.

What Is Bullying?

"Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. Bullying is not a one off incident it is repeated, happening again and again. Bullying is deliberate. Bullying is unfair, the person doing the bullying is stronger or more powerful (or there are more of them)" Social, Emotional, Aspects of Learning (SEAL).

Bullying can be:

Physical

pushing, kicking, hitting, punching or any use of violence

Psychological

socially excluding, rumours, tormenting (e.g. hiding books, threatening gestures)

Direct verbal

threats, insults, nasty teasing, name-calling, sarcasm

Cyber

all areas of internet, such as email and internet chat room misuse mobile threats by text messaging and calls misuse of associated technology, i.e. camera and video facilities

¹ Quoted from 'Developing Anti Bullying Policies For Church Schools, June 2011'

• Adapted from the KIDSCAPE ANTI-BULLYING POLICY FOR SCHOOLS

Bullying can take the form of:

Racist/Religious/Cultural	racial taunts, graffiti, gestures, making fun of culture and religion
Sexual	unwanted physical contact or sexually abusive comments
Sexist	being abusive by referring to gender; using stereotypes
Sexual Orientation	because of, or focussing on, the issue of sexuality
SEN or Disability	referring to or taking advantage a person's special need or disability in a way that is cruel or humiliating
Appearance or health conditions	being cruel through comments about someone's appearance or health problem (e.g. referring to someone who wears glasses as 'four eyes')
Family/home conditions	being cruel about someone's home or family conditions

Why is it important to respond to bullying?

Bullying hurts, there is always a victim who will suffer even emotionally and/or physically. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground and on the way to and from school, but schools are only legally responsible for bullying incidents which occur on the school premises.

However, we are also concerned with our children's conduct and welfare outside school. The government has issued the following advice to schools:

"Teachers have the power to discipline pupils for misbehaving outside the school premises 'to such an extent as is reasonable'. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre."

Where bullying outside school is reported to school staff, it should be investigated and acted on. The head teacher 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."

(Preventing and tackling bullying, Advice for head teachers, staff and governing bodies March 2014 DfE)

Objectives of this policy:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

The role of governors

The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to them on request about the effectiveness of school anti-bullying strategies. The school has a named Governor with the responsibility for anti-bullying.

The role of the Head Teacher

It is the responsibility of the Head Teacher, the named champion for anti-bullying, 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 deal with incidents of bullying. The Head Teacher reports regularly to the governing body about the effectiveness of the anti-bullying policy during the termly Governing Body meetings.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head Teacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Head Teacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.

The Head Teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head Teacher sets the school climate of mutual support and praise for success, so 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.

The role of the teacher

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a teacher has concerns about a child, then, after consultation with the Head Teacher, the teacher will inform the child's parents. Teachers will apply the school's agreed sanctions and strategies.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

Parents, 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 immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The role of pupils

Pupils who are being bullied should report the incident to their class teacher or any adult who they feel comfortable with within school or their parents, as soon as is possible. Pupils that witness bullying should report it to a member of staff straight away. Pupils who stand by and do nothing are aiding the bully's behaviour.

Signs and symptoms

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received

(These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.)

Procedures

Report bullying incidents to staff

1. In cases of bullying, the incidents will be recorded by staff using the form at Appendix A
2. In all bullying cases parents will be informed and asked to come in to discuss the problem
3. If necessary and appropriate, police will be consulted
4. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
5. An attempt will be made to help the bully (bullies) change their behaviour
6. Bullying incidents are reported to the governing body and an analysis presented at the end of the year looking at trends and any bigger picture, to aid with the evaluation of this policy's effectiveness.

Outcomes

1. Appropriate support will be given to both the victim and the bully (bullies). This may include sincere apologies. Other consequences and support will also take place depending on the situation.
2. In serious cases, fixed day or even permanent exclusions will be considered
3. If possible, the pupils will be reconciled
4. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters
- being involved in the national annual Anti-bullying week

Related Documents

Behaviour Policy and Code of Behaviour

School Vision and Aims

PSHE Policy

Single Equality Scheme

Safeguarding Policy

Appendix A: Central Logging Form for bullying incidents of children and young people in schools

Reported by and date:

Name and year group of the pupil/s who have been bullied:

Name and year group of the pupil/s who have bullied:

Date and time of incident/s _____

Location of incident/s _____

Indicate type of incident/s – please tick one or more boxes

Verbal abuse	Isolation (including being ignored or left out)	Physical abuse	
Having personal possessions taken/ causing damage to personal property	Cyber bullying (including text messages, emails, social networking sites...)	Being forced into something against their will	
Being forced to hand over money	Spreading rumours/ nasty notes	Other (please specify)	

Brief description of incident/s

Advice given/ action suggested by person who logged this complaint

Have the parents/carers of the pupil/s who were bullied been informed? (Include date and by whom.) _____
Have the parents/carers of the pupil/s who have bullied been informed? (Include date and by whom.) _____

Form completed by (this may not always be the same person who reported the incident), including date

Review due by date _____

Review completed by _____ Date of review _____
Following the review provide details of any outstanding or new actions on separate sheet

RESOURCES

HELPLINES AND INFORMATION

Kidscape

Offers ZAP Assertiveness Training helping to restore the confidence of victims of bullying. Holds an annual bullying conference for those involved in the teaching profession, parents and other interested parties.

Helpline: 08451 205204

Tel: 020 7730 3300

Fax: 020 7730 7081

For general enquiries only, email: webinfo@kidscape.org.uk

Website: www.kidscape.org.uk

Childline

Free 24 hour helpline for children and young people in the UK. It also has a dedicated bullying web page and printable resources.

24 hour free helpline: 0800 1111

Childline Scotland runs a dedicated bullying helpline

(Mon-Fri 3.30 pm): 0800 441111

Website: www.childline.org.uk

Bullying Online

Dedicated website that tackles all issues surrounding bullying for children, parents and anyone working with children.

24 hour email helpline: help@bullying.co.uk Website: www.bullying.co.uk

Samaritans

24 hour helpline for confidential and emotional support.

Helpline: 08457 909090

Helpline: (Ireland): 1850 609090

Email: jo@samaritans.org Website: www.samaritans.org

Connexions Direct

Connexions Direct is a service for young people aged 13-19 that offers quick access to information and advice on a wide range of topics.

Tel: (Mon-Sat 8 am – 2 pm): 080 800 13219

Text phone: 07766 413219

You can email via the website. Website: www.connexions-direct.com

Advisory Centre for Education (ACE)

Provides information for parents about state education in England and Wales for 5-16 year olds. It provides information on bullying and other related topics. For general advice (Mon-Fri 2 pm – 5 pm)

freephone: 0808 800 5793

Exclusion information line: 020 7704 9822

For general enquiries only, email: enquiries@ace.dialnet.com

Website: www.ace-ed.org.uk

Anti-Bullying Network

A network set up by the Scottish Executive for teachers, pupils and parents to share ideas as to how bullying in schools can be tackled.

Tel: 0131 651 6100

Fax: 0131 651 6088

Email: abn@education.ed.ac.uk

Website: www.antibullying.net

Department for Education (DfE)

Government website dedicated to bullying for pupils, parents and teachers.

Provides a free anti-bullying pack and resources available on website.

Tel: 0870 000 2288

Website: www.dfe.gov.uk

Bully Free Zone

A dedicated website for children and young people. Provides information and services about the issues surrounding bullying.

Tel: 01204 454958

Fax: 01204 457467

Email: office@bullyfreezond.freeserve.co.uk

Website: www.bullyfreezone.co.uk

Parentline Plus

A UK registered charity, which offers support to anyone parenting a child.

Free helpline: 0808 800 2222

Free textphone: 0800 783 6783

Email helpline available via the website.

Website: www.parentlineplus.org.uk

Anti Bullying Campaign (ABC)

The Campaign offers support, advice, information and understanding to parents whose children are bullied at school and to victims themselves.

Tel: (Mon-Fri 10 am – 4 pm): 020 7378 1446

Fax: 020 7378 8374

Child Exploitation and Online Protection Centre (CEOP)

www.ceop.police.uk

Counselling for Young People

Teacherline.net – support network – tel: 08000 562561