

# **Ireleth St Peter's CE Primary School**

## **Anti-Bullying Policy**

### **Policy Rationale:**

Our School Values and Beliefs: At Ireleth St Peter's we believe that all pupils and staff have the right to feel happy, safe and included. Every one has the right to work in an environment without harassment, intimidation or fear. All bullying, of any sort, is therefore unacceptable and will not be tolerated. We recognise the effects that bullying can have on pupil's feelings of worth and their school work. The school community will actively promote an anti-bullying environment and will support pupils who experience any sort of bullying.

### **Aims:**

Ireleth St Peter's Anti-bullying policy is an expression of our belief that all pupils should be included fully in the life of the school. We aim:

- Provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.
- To reduce and to eradicate wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy
- To reduce and to eradicate wherever possible, instances where pupils are subject to any form of bullying.
- To establish a means of dealing with bullying and of providing support to pupils who have been bullied.
- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.
- To meet ant obligations which rest with the school.

Our School also intends:

- To involve the Students' council in any planning, discussion and dissemination of any work related to anti-bullying.
- To have in place an anti-bullying support system, that all staff and students understand and to apply the system consistently.
- To regularly monitor and review the policy with the full involvement of staff, student, parents/carers and the wider school community.

### **Our Definition of Bullying:**

Ireleth St Peter's School adopts the following definition of bullying:

**'a physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim'**

Source: Don't Suffer in Silence DfES.

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim. It is usually conscious and willful and commonly consists of

repeated acts of aggression and/or manipulation. It can take a number of forms – both physical and non-physical, either in combination or in isolation.

Bullying can be:

- **Emotional** - e.g. being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), being bossed, hurting people's feelings, being nasty, unfriendly, mean, blackmailing.
- **Physical** - e.g. pushing, kicking, hitting, punching or any use of violence, pushing people around.
- **Racist** - e.g. racial taunts, graffiti, gestures.
- **Sexual** - e.g. unwanted physical contact or sexually abusive comments.
- **Homophobic** - e.g. associated with or focused on the issue of sexuality.
- **Verbal** - e.g. name-calling, sarcasm, spreading rumours, teasing, being cheeky. E-mail or text bullying. Bullying through a 3rd party.

Other concerns, that might not necessarily easily fit into these headings, will nevertheless be taken seriously e.g. being picked on, taking advantage of another person.

School is aware that it is a possibility that the bully may be an adult and will follow the local Child Protection procedures where this is the case.

### **Practice and Procedures- Creating an Anti-Bullying Climate in our School**

#### **What we do to prevent bullying?**

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but not the pupil or student) and by being clear across the school that we follow school rules. Our Behaviour policy explains how we promote positive behaviour in school to create an environment where pupils behave well. We encourage them to take responsibility for each other's emotional and social well being and include and support each other. All members of the school community are expected to report incidents of bullying.

1. **Staff** have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

We expect staff will:

- Provide children with a framework of behaviour including class rules which supports the whole school policy.

- Emphasise and behave in a respectful and caring manner to students and colleagues, to set a good tone and help create a positive atmosphere.
- Provide children with a good role model
- Raise awareness of bullying through assemblies, stories, role-play, discussion, School Council, PSHE and RE. Current affairs, literature and historical events may also be chosen to reinforce our anti-bullying approach.
- Provide posters informing pupils about Childline and other sources of confidential help.
- Through the head teacher provide written guidance for parents on request identifying the signs of bullying and what to do if they suspect their child is being bullied.
- Through the head teacher, keep the governing body well informed regarding issues concerning behaviour management.
- Provide regular training for staff on spotting the signs of bullying and how to respond.
- Provide a key staff member who is responsible for the monitoring of the policy.

## 2. Parents/Carers

We expect that parents/carers will understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school:

- Support us in helping us meet our aims.
- Feel confident that everything is being done to make sure their child is happy and safe at school.
- Be informed about and fully involved in any aspect of their child's behaviour.
- Be informed about who can be contacted if they have any concerns about bullying.

## 3. Governors

We expect that governors will:

- Support the Head teacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.

## 4. Students

We expect that students will:

- Support the Head teacher and staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise.(e.g. via pupils council, circle time etc)
- Be involved in the monitoring and review of the policy.
- Feel confident that everything is being done to make school a safe and secure environment for them to achieve and learn.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.

School Strategies for Dealing with Bullying:

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They will report any incident to the headteacher who will keep a record in the office and do all they can to support the child involved. Any incident of bullying during lunch time will be reported by the midday supervisor to the head who will deal with the matter accordingly. The head teacher will inform the child's parents.

If, as teachers, we become aware of any bullying taking place between members of the class, we will deal with the issue immediately. This may involve counselling and support for the victim of the bullying and discipline and support for the child who has carried out the bullying. We spend time with the child who has bullied, explaining why their actions were wrong and we endeavour to help them change their behaviour in the future. Parent will be involved at all stages of this process. In more extreme case, where more support is needed, the headteacher and SENCO will contact external agencies such as the social services.

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.

#### Responding to Incidents

- Pupils who have been bullied should report this to any member of staff.
- Pupils who see others being bullied should report this to a member of staff.
- Members of staff who receive reports that a pupil has been bullied should report this to the class teacher concerned and the Head Teacher.
- Reports of bullying and the response made will be logged by the head teacher.
- Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racist Incident Report Form.
- Written guidance on bullying for teaching and non teaching staff is provided in this document, appendix and the DFE publication "Bullying Don't Suffer in Silence".
- All reports will be taken seriously and will be followed up by discussions with pupils, staff and parents if applicable.

Work with children who have been bullied could involve some or all of the following:

#### We will provide support to pupils who are bullied.

- They will be reassured that they do not deserve to be bullied and this is not their fault. We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.

- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will involve their friends/older pupils in peer support/a buddying scheme/mediation.
- We will interview the pupil (or pupils) involved in bullying separately.
- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- We will seek a commitment to this end.
- We will affirm that it is right for pupils to let us know when they are being bullied.
- We will adopt a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- We will consider sanctions under our school's Behaviour/Discipline Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.
- When bullying occurs, we will contact the parents of the pupils involved at an early stage.
- We will keep records of incidents that we become aware of and how we responded to them.
- We will follow up after incidents to check that the bullying has not started again. We will do this within two weeks, and again within the following half term.
- We will also work with pupils who have been involved in bullying others to ascertain the sort of support that they themselves need.

#### Tougher Measures

If necessary, we will invoke the full range of sanctions that are detailed in the school's Behaviour/Discipline Policy. These include

- Removal from the group
- Withdrawal of break and lunchtime privileges
- Detention
- Withholding participation in school events that are not an essential part of the curriculum.

It also includes fixed term and permanent exclusion from school.

This list comes from the DfES guidance on page 34.

#### Bullying outside the school premises

Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying

may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the transport company about bullying on buses.
- Talk to the police.

This comes from the DfE guidance (page 7). However the DfE also says that “exceptionally failure to take disciplinary steps to combat harmful behaviour outside the school might breach the school’s common duty of care.” They also say (in Circular 10/99) that a Headteacher may exclude a pupil for behaviour outside school but not on school business, if there is a clear link between that behaviour and maintaining good behaviour and discipline.

#### Concerns and Complaints

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Headteacher’s notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school’s Complaints Procedure.

#### Monitoring and review:

This policy applies to all staff and pupils, whether permanently or temporarily on the school role. The head teacher is responsible for the introducing and implementation of this policy. However, all staff, all pupils and their parents have an active part to play in the success, development and maintenance of this policy. The head teacher monitors this policy on a day-to-day basis. Governors will be given regular briefings and any incidents will be brought to their attention by the head teacher.

This policy will be reviewed annually

Signed:

Date:

Headteacher

Signed:

Date:

Chair of Governors