

Overton St. Helen's C.E. Primary School

ANTI – BULLYING POLICY

Our School's Values and Beliefs

- All pupils and staff have the right to feel happy, safe and included.
- Pupils and staff have the right to work in an environment without harassment, intimidation or fear.
- All bullying, of any sort, is therefore unacceptable.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work. The school community will actively promote an anti-bullying environment.

AIMS of our Anti-Bullying Policy

- To provide a learning environment which is free from any threat or fear and conducive to the highest achievement for all.
- To act to prevent bullying and not just deal with bullying incidents.
- To reduce and to eradicate wherever possible, instances in which pupils are subject to any form of bullying.
- To establish a means of dealing with bullying and of providing support to all those involved.
- To ensure that all stakeholders are aware of the policy and that they fulfil their obligations to it.
- To meet any legal obligations which rest with the school.

OUR DEFINITION of BULLYING

In line with DCSF guidance, we believe that bullying is different from other forms of unacceptable behaviour.

Bullying...involves dominance of one pupil by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- *deliberately hurtful*
- *repeated, often over a period of time*
- *difficult for victims to defend themselves against*

Bullying can be physical, verbal or psychological. It can include gestures, intimidation, ostracising, name-calling, teasing, manipulation, threats, extortion or just a look.

It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school, we will pay particular attention to:

- racial harassment and racist bullying
- sexual bullying
- the use of homophobic language
- bullying of pupils who have special educational needs or disabilities.

CREATING an ANTI-BULLYING CLIMATE in SCHOOL

Our Behaviour Policy outlines how we promote positive behaviour in school to create an environment where pupils behave well, take responsibility for each other's emotional and social well-being and include and support each other. We do this through direct teaching and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum will be used to:

- raise awareness about bullying and our Anti-Bullying Policy
- increase understanding for victims and help build an anti-bullying ethos
- teach pupils how to constructively manage their relationships with others

Circle Time, our 'Buddy' system, drama, role play and stories will be used to show what pupils can do to prevent bullying and to create an anti-bullying climate in school. Specific PSHE materials such as 'Skills for the Primary School Child' will focus directly on the issue of bullying in a hypothetical and non-threatening way. We will use Collective Worship to reinforce our message that bullying will not be tolerated and periodic poster campaigns will be used to tell pupils about Childline and other sources of confidential help. Each year, during Anti-Bullying Week, we will provide guidance for pupils and parents and there will be regular training for all staff on spotting the signs of bullying and how to respond.

RESPONDING to BULLYING INCIDENTS

Pupils who have been bullied or who see others being bullied are encouraged to report this to their class teacher or any member of staff.

Members of staff who receive reports that a pupil has been bullied should report this to the Head or Deputy.

Reports of bullying will be logged.

Where bullying is of a racist nature, we will report this to the LA using the Racist Incident Report Form.

Guidance on bullying for teaching and non-teaching staff is provided in the appendices to this policy.

All reports will be taken seriously and will be followed up by the Head or Deputy who will use their discretion to respond flexibly to each incident.

Our work with children who have been bullied will 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, that it is not their fault and that it was right to report the incident.

We will try to ascertain the extent of the problem and encourage them to talk about how they feel.

We will try to ensure that they feel safe and engage them in making choices about how the matter may be resolved.

We will discuss strategies for being safe and staying safe.

We will ask them to report to us immediately any further incidents.

We will affirm that bullying can be stopped and that our school will persist with intervention until it does.

Procedures in dealing with bullying incidents :

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 it to stop.

We will seek a commitment to this end.

We will adopt a 'No Blame' approach and ask the pupils involved to help us to find solutions to the problem. This will encourage them to take responsibility for the emotional and social needs of others.

We will consider sanctions under our school's Behaviour Policy.

We will advise pupils responsible for bullying that we will be monitoring their behaviour to ensure that the 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 have become aware of and how we responded to them

When tougher measures are needed:

If necessary, we will invoke the full range of sanctions outlined in our Behaviour Policy.

These include

- removal from the group
- withdrawal of break and lunch-time privileges
- withholding participation in school events that are not an essential part of the curriculum

It also includes fixed-term and permanent exclusion from school.

Our Responsibilities

Everyone within school is expected to

- act in a respectful and supportive way towards one another
- adhere to and promote the objectives of this policy

Pupils are expected to

- report all incidents of bullying, including suspected incidents that victims may be afraid to report
- support each other and seek help to ensure that everyone feels safe and no-one feels excluded or afraid in school

Parents can help by

- supporting our anti-bullying policy and procedures
- discussing with staff any concerns that their child may be experiencing bullying or be involved in some way
- helping to establish an anti-bullying culture outside of school

Bullying outside the school premises

Schools are not 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 deal with bullying outside school
- talk to the Headteacher of another school whose pupils are bullying
- talk to the transport company if the bullying occurs on the school bus
- talk to the police, if necessary

Evaluating our Policy :

We will evaluate our Anti-Bullying Policy using some or all of the following measures:

- The number of incidents that are reported to staff over a term
- Pupils' perceptions of bullying in school through structured discussions in Circle Time
- Pupils' and parents' perceptions of the scale of bullying through annual questionnaires
- Comments received in our Pupil Post Box
- The number of complaints and compliments that we receive from parents.

This policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Headteacher is responsible for introducing and implementing this policy. However, all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy and in its success.

J. Milligan
Reviewed July 2015