

St Anne's RC Primary School

Anti-Bullying Policy

1. Aim of the Policy

It states clearly in our Mission Statement ... ***'we recognise that every individual is unique... and school will be a safe and caring environment.'***

We are committed to providing a supportive, caring and safe environment for all of our pupils so they can learn in an atmosphere where they feel happy, secure and without the fear of being bullied. Bullying of any kind is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated in our school.

2. Staff with key responsibility for Anti-Bullying and Safeguarding

Behaviour and Pastoral Care Lead (SMT) : **Jacqueline Greene – DH Teacher**

Anti-Bullying Lead : **Jacqueline Greene**

Child Protection Officer/Safeguarding : **Helen Broderick – SENCo
Angela Shore - HT**

Deputy CPO/ Safeguarding : **Jacqueline Greene – DH Teacher**

Governor responsible : **Tracy Weedon – Chair**

Other key contact staff: : **Phase Leaders**

3. Definition of Bullying

Bullying is behaviour that is deliberately hurtful, repeated over a period of time and where it is difficult for the person being bullied to defend themselves.

Bullying can take different forms:

- **Verbal bullying** (name-calling, sarcasm, taunting, teasing, spreading rumours, etc.)
- **Psychological / Emotional bullying** (excluding, tormenting, hiding things, making gestures, etc.)
- **Physical bullying** (pushing, kicking, hitting, spitting, or any other use of physical violence)
- **Cyberbullying** (email and internet chat room misuse, mobile threats by text or calls, misuse of associated technology, i.e. camera/video facilities, etc.)

Sometimes bullying happens for no reason at all, but it can often fall into specific 'types' of bullying:

- Bullying on the grounds of body image/size/obesity
- Faith-based bullying
- Racist bullying
- Homophobic bullying
- Bullying related to SEN or disability
- Sexist/Gender bullying
- Ageist bullying

In our school, all forms and types of bullying are treated the same. They are unacceptable and will not be tolerated.

It is important to be aware that particular pupils may be more vulnerable to experiencing bullying, i.e. Looked after Children, Traveller Children, Children with a Disability, Children with SEN, bullying motivated by racism or homophobia.

4. Signs and Symptoms of Bullying

- Is frightened of walking to or from school
- Doesn't want to go on school / public bus
- Changes their usual routine or route to or from school
- Is unwilling to go to school
- Begins to truant
- Becomes withdrawn, anxious, or lacking in confidence
- Complains of illness particularly in the morning
- Comes home with torn clothes, or personal items missing / damaged
- Stops eating
- Is bullying other children or siblings
- 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

5. Legal / National requirements

Head Teachers have a legal duty to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Ofsted Inspectors are required to evaluate the contribution made by the school to the well being of pupils. The impact of work to reduce bullying and promote the well being of children and young people should be referenced. It is stressed that this is a continuous process and the views of pupils, parents/carers and other stakeholders taken into account.

6. Implementation

Dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Head teacher and/or Lead for Anti Bullying.
- The pupil is involved in the discussion of the incident.
- Interviews will take place and records completed for significant incidents.
- Regular communication with parents/carers takes place.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.
- Interventions include the opportunity to follow-up, evaluate effectiveness and if necessary provide a further course of action.
- Regular monitoring of incidents takes place.
- All incidents are logged and kept on file in order to report to the school Governing Body and Local Authority when required.

The school will promote behaviour to prevent and reduce bullying through:

- The taught curriculum
- Co-operative group work
- Circle time
- Befriending
- Peer support
- Support group approach
- Mediation by adults
- Mediation by peers
- A well-designed and safe school environment

- Whole school activities, e.g. assemblies, anti-bullying week activities, form time, etc.
- A range of activities to encourage play and positive social interaction at play and lunchtime as well as good supervision
- Analysis and response to data from whole school surveys / focus groups, etc.
- Use of outside agencies to provide universal and targeted support
- Regular consultation with young people which will help schools to evaluate their contributions to pupil well-being

7. Reporting and Recording incidents of bullying

- 1) The school will encourage pupils to report bullying in confidence using a variety of methods. However, if pupil safety is at risk then school staff cannot keep the information confidential. The school will ensure that all staff are familiar with safeguarding procedures and dealing with disclosures sensitively.

Reporting mechanisms:

- Senior Lunchtime Supervisor
 - Class teacher
 - Staff on break duty/lunchtime duty
 - Head/Deputy Headteacher
 - Student teachers
- 2) In line with DCSF recommendations the school records all incidents of bullying, including by type, and report. The school recognises its legal duty to have a race equality policy and to monitor its impact on pupils, staff and parents.

The school uses any data collected to:

- Manage individual cases effectively
- Monitor and evaluate the effectiveness of strategies
- Target resources/ support where it is needed most
- Celebrate anti-bullying work within the school
- Demonstrate defensible decision-making in the event of a complaint
- Engage and inform multi-agency teams as necessary

8. Monitoring and Review

Our school will review this policy annually and assess its implementation and effectiveness. All members of the school community will be involved in the review and will be consulted about changes that may need to be made.

The annual review will look for the following success indicators:

- Willingness to report incidents of bullying
- Improved attendance
- Improved achievement
- Reduced frequency of bullying incidents
- Reduced duration of bullying
- Reduced fixed term and permanent exclusions related to incidents of bullying
- Well-being indicators: Pupils report being safe in school.

9. Relationship to other School Policies

Behaviour Policy

The school's behaviour policy outlines a range of strategies and sanctions available to staff in dealing with behaviour incidents, including direct reference to incidents of bullying.

Child Protection / Safeguarding Policy

In the event of a bullying disclosure, staff need to consider issues related to Child Protection and Safeguarding. The Staff have a duty of care, and if the incident involves abusive or bullying behaviour by adults, the incident must be treated as a child protection issue.

Guidance and procedures outlined in the school's Child Protection / Safeguarding policy must be followed.

Confidentiality Policy

Children and young people have rights under the Children's Act 1989 and can thus expect bullying incidents to be treated sensitively. However, staff should not give guarantees of confidentiality where the safety and welfare of a child is at risk.

PSHE Policy

Anti-bullying is part of the PSHE curriculum and as such is planned, delivered, co-ordinated, assessed, monitored and evaluated in line with the school's PSHE policy.

Acceptable Use/E-Safety Policy

Safeguarding children and young people from abuse in any form on-line is paramount.

The school's E-Safety Policy includes procedures for dealing with Cyber bullying, E-safety and on-line Child Exploitation.

10. Date and Review of Policy

*The governors agreed this policy in the Summer Term 2014.
It will be reviewed in partnership with all staff, parents/carers and pupils
again in the Summer Term 2015, unless there are changes to National or
Local Guidance prior to this date.*

12. Links and resources

www.thinkuknow.co.uk
www.schools.bects.org.uk
www.teachernet.gov.uk
www.anti-bullyingalliance.org.uk
www.kidscape.org.uk
www.childnet-int.org
www.healthyschools.org.uk

Bullying a Charter for Action (DCSF)

'Safe to Learn: Embedding anti-bullying work in schools' DCSF-

'Cyberbullying' DCSF-00658-2007

Date agreed:

Review date:

Signed: