



Heaton St. Barnabas' CE (VA) Primary School

Policy For

Anti-Bullying

This policy was approved by Curriculum Committee

On: 24th November 2020

Signed.....

Chair of curriculum committee

This policy will be reviewed in Autumn 2022

HEATON ST. BARNABAS' C.E.(V.A.) PRIMARY SCHOOL

ANTI-BULLYING POLICY

Introduction

As a Christian school we aim to produce a safe and secure environment where all pupils can learn without anxiety and where relationships are based on the school values of 'kindness and respect'. We have defined bullying as... deliberately hurtful behaviour repeated over a period of time, which may be verbal (including racism), physical, social or psychological. We accept that rough and tumble is a natural part of growing up and occasional disputes do occur. However, school will not tolerate any form of bullying.

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all that we can to prevent it. This is primarily achieved through the development of a school ethos in which bullying is regarded as totally unacceptable.

This policy aims to produce a consistent attitude and response towards bullying from all members of the school community.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the whole issues of bullying. We promote a culture where all adults and children are valued and treated with respect.

Why do we need an anti bullying policy?

- ◆ To reduce incidents of bullying within the school so that children feel safe
- ◆ To increase children's awareness of what bullying is
- ◆ To provide all staff with guidelines and support to be able to deal effectively with bullying

A one-off incident is usually not bullying but when older and/or stronger pupils take advantage of children younger, weaker or less experienced than themselves, or a group of children cause problems for one child, this needs to be treated equally seriously.

What we as a school can do to STOP Bullying?

- Be a "telling school" where anyone who sees bullying or has it done to them tells an adult.
- Show all the children how to walk away from a bully
- Make sure that the parents/carers of the bully know what has been happening.
- Make the sanctions for bullying known to all the children.
- Provide pastoral support for all children involved.

What are the Signs of Bullying?

Each child will react differently to stress. The following list gives some examples of behaviour which may be a cause for concern:

- A previously happy child who appears to be unhappy or withdrawn
- A sudden change in quality of work or attitude to school or school work
- A reluctance to go out to play
- A series of unexplained illnesses e.g. tummy aches / headaches
- A reluctance to come to school
- Poor sleep

Bullying may not be reported by the victim. It may instead be reported by parents, other pupils or observed or suspected by staff in school. School support staff are particularly well placed to become aware of such behaviour. Denial does not necessarily mean that bullying is not taking place. It may be that the victim is frightened of the outcome of any admission of bullying.

Types of Bullying

- Racist
- Homophobic
- Gender
- Emotional
- Physical
- Cyber-Bullying (See Internet Safety Policy)

What Action Will Our School Take?

1. The class teacher is often the adult best placed to undertake an initial investigation. He/she will speak to the victim to establish the facts as they see them. However, the Phase Leader should be informed where an incident of bullying is confirmed and they will then deal with the incident. If the incident is of a particularly serious nature it may be referred directly to the Deputy Head Teacher or Head Teacher.
2. DHT's will interview the alleged perpetrators and any other witnesses where appropriate. Staff should try to encourage the perpetrators to try and understand how they are making the victim unhappy and how their behaviour contributes to this. (It is possible that they may not have realised the implications of their behaviour and this may be sufficient to end the bullying).
3. Where it is clear that bullying has taken place the DHT will complete the investigation and monitoring forms.
4. The DHT's and class teacher where possible, will meet with the parents of the victim and the parents of the bullies to inform them of the facts. A restorative circle or conference will be arranged wherever possible to restore relationships. Where a restorative circle or conference is arranged this may include the agreement of appropriate sanctions for the perpetrator.
On rare occasions, where it is felt that a restorative approach is not appropriate, school will determine appropriate sanctions and inform parents and the victim as soon as possible.
5. The teacher will meet with the victim and the perpetrator in the days and weeks after the incident has been resolved to make sure that they feel safe and supported. Where appropriate the pupils may be offered additional support from a learning mentor.
6. The DHT's will ensure that the incident is logged on SIMS and CPOMs. All forms of any type of bullying should be reported to the LA using the appropriate return forms and copies placed in the returns file.
7. In the event that the bullying continues after following the procedures on the behaviour strategy the headteacher will make the decision to take a more serious sanction such as a fixed term exclusion. On return to school the pupil will be given support from the pastoral team and pupil support plan implemented which is signed by the pupils at the return to school meeting with parents present. They will then be on a monitoring period on a report which is shared daily with parents.

What Sanctions will there be?

Each incident of bullying will be different and sanctions will be decided according to each incident. Where possible sanctions will be agreed at a restorative circle or conference involving the victim and his/her parent(s) and the perpetrator(s) and their parent(s). However, the following sanctions may be used in any combination according to the seriousness of each incident:

1. The bullying behaviour may cause internal exclusion from a number of playtimes
2. The children may be placed on report and supported by the Pastoral Care team to ensure they are in full understanding of what they have done and how it has harmed others.
3. A lunch time exclusion may be given
4. A fixed term internal exclusion may be given

5. A fixed term external exclusion may be given
6. In very serious cases a permanent exclusion will be considered

What Should Pupils Do If They Think They Are Being Bullied?

Tell someone - it could be their teacher, parent/carer or any other adult in school.

What Should the Pupils tell an Adult?

- Who has been bullying you?
- How long has this been going on?
- How many times has this happened to you?
- Has anyone seen this happen? If so, who?
- Has anyone else been bullied by the same person?
- Have you told anyone else about this before?
- Was anything done about it?
- Have you done anything unhelpful that has not helped the situation?

What Should a Pupil Do If They Witness Bullying?

- Tell an adult in school.
- Inform a school council representative who will then inform an adult without delay.

What Should Parents do about Bullying?

Inform the school if they think their child is being bullied or is bullying other children. Try to establish the facts and keep an open mind. The symptoms at home of children being bullied or who are bullying can sometimes be very similar.

Important Information about Bullying:

- The nature of bullying changes, as pupils grow older and can become more subtle
- Most bullying is not physical, or direct. Children identify emotional and social forms of bullying as most hurtful.
- Bullying exists in all ages, social, ethnic and gender groups
- Most bullying is between children of the same ages.
- Those who witness bullying may be as deeply affected as those who are directly bullied.
- Children follow examples. If home life does not offer a secure and safe environment and they frequently see aggressive behaviour between adults and towards themselves, they will tend to adopt aggressive behaviour patterns themselves.

Review

The governing body, head teacher, staff and pupils view bullying as a very serious impairment of our school's normal work and life. They will therefore keep this policy under regular review. Governors are routinely informed of any bullying incidents each term in the Headteacher's report.