



St Peter at Gowts Church of England Primary School

Policy	Anti-Bullying Policy
Date adopted	November 2016
Date reviewed	

Introduction

This policy is a statement of the beliefs, values and aims of St Peter at Gowts CE School with regard to the management of anti-bullying procedures at our school. It reflects the consensus of opinion of all the teaching staff, and has the full agreement of the staff and Governors. The implementation of this policy is the responsibility of the Headteacher and all the teaching and non-teaching staff.

Rationale

St Peter at Gowts is a school based on Christian values. 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 telling school. This means that anyone who knows that bullying is happening is expected to tell the staff, or communicate through the worry box. There will always be a swift response.

What Is Bullying? – Definitions used in school

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email; mobile threats by text messaging & calls; misuse of associated technology.

Why is it Important to Respond to Bullying?

Bullying hurts. 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.

Objectives of this Policy

All Governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is. All Governors and teaching and non-teaching staff should know what the 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 church 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.

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
- changes their usual routine
- is unwilling to attend the school
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to fall behind academically
- comes home with clothes torn or books damaged
- has possessions which are damaged
- asks for money or starts stealing money
- has unexplained cuts or bruises
- 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

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

Procedures

Immediate Action

1. The responsible member of staff must deal with the incident calmly and firmly. If the adult considers that there is a cause for concern they will listen to the 'victim' first.
They must avoid becoming involved in fact-finding or apportioning blame. All possible incidents of bullying will be recorded and dated by staff involved. The member of staff will adopt a problem-solving approach wherever possible. Record in behaviour logs in class.
2. If the incident occurs at break the teacher on duty will inform the class teacher. During lunchtime, it will be reported to the senior mid-day supervisor who will discuss the issue with the class teacher involved.
Follow up discussions may be appropriate with individuals, and clear reminders of what is acceptable/unacceptable behaviour and the consequences of this. This will be recorded in behaviour logs in class.
3. A meeting with both (or groups) of pupils may then be held if necessary, again using a problem-solving approach and encouraging the children themselves to say what needs to be done.
4. If a bullying issue is reported by parents this will, in the first instance, be addressed by the class teacher. If the issues persist and parents continue to have concerns, the Headteacher or SLT will address the issue.
5. In the case of cyber bullying, the above procedures will be followed and the e-safety policy will be referred to.

Longer Term Action

If the bullying persists and all procedures normally used are not effective further action will be necessary:

1. The incidents will be reported to the Headteacher or Deputy and SLT– recorded in Bullying Log kept in the Business Manager's office.
2. The Headteacher or SLT will investigate the incident.
3. They will decide if parents of the pupils involved should be informed and be asked to come in to a meeting to discuss the problem.
4. The child's parents will be invited in order to discuss the concerns, at which time any written comments may be used as evidence. Wherever possible, agreement is reached between parents and the school as to appropriate strategies to adopt that are consistent, firm and enforceable.

Outcomes

1. The bully (bullies) will be made to apologise. Other consequences may take place i.e. written apology, removal of privileges.
2. If possible, the pupils will be reconciled and an attempt will be made to help the bully change their behaviour resulting in the difficulties being resolved to the acceptance of both parties.
3. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
4. In the instance of cyber bullying the School may remove IT access to those children who are not using School IT resources in line with the E-Safety policy.
5. At the discretion of the School, outside agencies may become involved.
6. If necessary and appropriate, police will be consulted.
7. In serious cases, fixed term or permanent exclusion will be considered by the Headteacher. If there is to be a formal exclusion the procedure is detailed in the Exclusions Pack 2015.

Prevention

The school uses preventative measures to combat bullying by:

- a clear and unequivocal commitment from the Headteacher, staff and Governing Body to develop and implement an anti-bullying approach
- the provision of a hierarchy of positive and negative consequences (see behaviour policy)
- the allocation of time at 'Safe and Well' meetings to enable the discussion of any bullying issues
- a commitment to staff development and training to combat bullying
- the involvement of parents and pupils by giving clear information
- combating bullying through curriculum provision – PSHE, Citizenship and Peer Mediation Programme

Monitoring

Monitoring the success of this policy will take place in the following ways:

- monitoring the frequency of recorded incidents
- regular discussion with pupils
- through the comments of parents and staff on the effectiveness of procedures
- responses from parents and pupils on the annual 'How good is our school?' questionnaire (school self-evaluation)

Reporting to Governors

The Headteacher will prepare an anonymised termly report for governors that outlines any allegations of bullying and how these have been dealt with by the school. Governors will monitor levels of bullying and the success of the policy

This policy will be reviewed every two years.

This policy/procedure should be read in conjunction with all other safeguarding related policies – see agreed safeguarding file. In particular:

- Safeguarding (child protection) Policy
- Safe Recruitment Policy
- Health and Safety Policy
- Medicines in School Policy
- Behaviour Policy
- Positive Handling Policy
- E-safety Policy