



ANTI-BULLYING POLICY

Agreed: May 2017

Review: May 2018

Aims and Objectives

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is an anti-social behaviour which affects everyone; it is unacceptable and not to be tolerated.

The policy aims to produce a consistent response to any bullying incidents that may occur.

Introduction

Bullying is defined as a deliberately hurtful behaviour, repeated over a period of time, where it is difficult for this being bullied to defend themselves.

Bullying may take many forms, the main categories are:

- Physical – hitting, kicking, taking or hiding belongings
- Verbal – name calling, insulting, making racist or other deliberate hurtful remarks
- Anti-Social – spreading unpleasant stories about someone or excluding someone from social groups, in order to intimidate
- Cyber-Bullying – internet, email, text messaging, misuse of technology
- Sexual – unwanted contact or sexually abusive comments
- Homophobic – focussing on the issue of sexuality
- Racial – making racial comments

All bullying is damaging to those who experience it and to those who perpetrate it. Recent studies suggest that consequences of bullying can last for many years and in extreme cases can undermine a person's self-belief.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

All those connected with the school must be alert to the signs on bullying and act promptly and firmly against it in accordance with the school policy.

Implementation

Pupils should be encouraged to approach a member of staff if they are being bullied. They should understand that:

- It will be taken seriously
- It will be investigated and appropriate action taken
- It will be recorded in the incident file (located in the Head Teachers office) (appendix A)
- Counselling and support is available

At St Peter's school, all cases of bullying will be reported to the Head Teacher, who will work closely with the class teacher and Deputy Head or Inclusion Team to establish the facts and liaise with the children and their parents.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have been bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing the parents or carers to help change the attitude of the pupil

Parents of children involved will be kept informed on a regular basis and their support will be expected.

If bullying is persistent, punitive measures will be used as appropriate and in consultation with all persons concerned.

The Role of the Staff

The class Teacher

- Listen to the children and act immediately
- Note changes in friendship groups
- Observe closely the socialisation of new pupils
- Check on patterns of attendance, lateness and sickness
- Note instances of withdrawn personality
- Be suspicious of a sudden drop in achievement
- Act immediately on parent's suspicions, support staff advice, parent helper advice
- Raise awareness through PSHE
- Give pupils opportunity to discuss ideas/issues

Teachers/Staff on Duty

- Patrol areas which are not directly observable
- Note the occurrence of isolated pupils
- Observe inappropriate behaviour of pupils in the playground
- Listen to the children and act immediately

Support Staff

- Listen to children when they seek you out to talk about problems
- Act immediately and pass in information to the class teacher

The Head Teacher

- Act immediately on parents suspicions
- Clarify the facts from all parties
- Keep a record of all incidents reported by teachers, parents and pupils
- Arrange support for both victims and bullies
- Discuss with staff suitable sanctions where necessary

The Governing Body

- Monitor incidents of bullying
- Review effectiveness of policy annually

The Role of the Parent

Report instances of bullying if:

- Your child is a victim
- A friend of your child is a victim
- Your child is involved in bullying

All information will be treated with the utmost discretion so that nobody will feel compromised by passing it on.

The Role of the Pupils

- Care for each other
- Report incidents of any unkind behaviour to your class teacher
- Be a good friend
- Think before you say unkind words or do unkind things
- Never touch another pupil in an aggressive manner
- Do not leave other children out of a social activity

The Curriculum

- Raising awareness through PSHE
- Give opportunities for pupils to discuss ideas
- Raising awareness through assemblies
- Use of Stay of Green to promote good role models

Dealing with Racial and Sexual Discrimination and Harassment

At St Peter's we believe that:

- Everyone should be treated with respect and courtesy
- Consideration should be given to other people, their feelings and opinion
- Problems should be discussed and conflict avoided

Discrimination – making a distinction between people based on race or gender, and acting on that distinction to someone's advantage or disadvantage.

Harassment – behaving towards someone in a way that is unwelcome or hostile because of their race or gender.

If you are being harassed, or you believe another pupil is being harassed, you must tell someone. This could be your class teacher, teaching assistant or another adult in school. The adults at St Peter's take racial and sexual harassment very seriously.

- Remember that it is not your fault and that it is not normal or acceptable to sexually or racially harass someone
- Avoid reacting to harassment in a violent manner; keep calm and report the incident as soon as possible
- Make you sure you follow the school expectations and show consideration to others at all times

General Information and Advice

In modern Britain we expect to be treated with respect and dignity regardless of our gender or background. This was not always the case, as the struggle for women's' and worker's rights earlier in the century testifies. Indeed, the struggle against discrimination in the workplace continues today. Today there is a richness and diversity of culture and experience in our country which is part of our heritage. This provides a unique opportunity to understand and share the customs of others and their various responses and contributions to our daily life. Unfortunately, not all adults welcome such diversity and their children bring into school attitudes and language that are not always tolerant or appropriate.

Young children often repeat the language used at home with little understanding of meaning. Whenever appropriate we will therefore make parents aware that we have a policy of welcoming and celebrating cultural and religious diversity. This may be on an individual basis or addressed during a meeting. Children need affirmation of the value of people of all cultural heritage and genders. They also need to be helped towards avoidance of stereotypes and misinterpretations that can form at a very early age.

Racist incidents may come in many forms, for example young children refusing to hold hands or sit next to a partner or child. In older pupils it may be name-calling, repeating comments brought from home, an aggressive manner towards ethnic minority pupils and imitating accents. Through our school ethos and teachings we encourage our pupils to develop non-discriminatory attitudes towards others.

The school will therefore, both in social situations and through the curriculum, continue to develop a wider understanding of religious and cultural differences. We will promote a tolerant and sensitive attitude to the needs and feelings of others.

Monitoring, Evaluation and Review

St Peter's school along with the Governing body will review this policy annually and assess its implementation and effectiveness. The policy will be promoted throughout the school. This policy should be read in conjunction with all school safeguarding procedures and policies.