



Cherish, Nurture, Achieve

Anti-Bullying Policy

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Approved by Governors	C Wynn
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How this Policy was Developed

This policy has developed over time following consultation with staff, children and governors.

The school has a 'duty of care' towards its pupils with regard to bullying in that the Headteacher and staff stand in loco parentis (in place of the parents). This duty of care includes protecting pupils from harm from bullying.

This policy takes full account of the school's legal obligations under the Education Act of 1986 to:

- have a policy to prevent all forms of bullying amongst pupils
- to make a written copy of the anti-bullying statement available on request
- to set out the strategies to be followed with a system to implement them and a mechanism for monitoring and reviewing their effectiveness.

Definition of bullying

Bullying is deliberately hurting or intimidating verbally or physically, another person who is unlikely to retaliate. It can be perpetrated by a group or by one person. It is usually persistent behaviour, repeated over a period of time, although it can be one very severe incident.

Bullying has been described by pupils as:

- name calling
- teasing
- physical abuse eg hitting, pushing, pinching or kicking
- having personal possessions taken eg bag or mobile phone
- receiving abusive text messages or e-mails
- being forced to hand over money
- being forced to do things they don't want to do
- being ignored or left out
- being attacked in any way due to religion, gender, sexuality, disability, appearance or racial or ethnic origin.

Specific Examples of Bullying

Racist bullying – an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks

- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines
- inciting others to behave in a racist way
- racist graffiti or other written insults, even against food, music, dress or customs
- refusing to co-operate in work or play.

Sexual bullying – this is generally characterised by:

- abusive name calling
- comments made on social media or texts (sexting)
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- sexual innuendos and propositions
- pornographic material, graffiti with sexual content
- in it's most extreme form, sexual assault or rape.

Sexual orientation – this can happen even if the pupils are not lesbian, gay or bisexual. Just being different can be enough. This can be in the form of:

- use of homophobic language
- looks and comments about sexual orientation or appearance.

SEN or disability – These pupils are often at greater risk of bullying. This can be characterised by:

- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels.

School Statement of Intent

At Becket Primary School we aim to ensure that children are able to learn in a safe and secure environment. All members of the school community are expected to respect the beliefs of others. We recognise the rights of all, irrespective of race, gender or ability. We strive to foster an atmosphere of co-operation, characterised by good manners and consideration for others. Our school believes that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of the school community will be listened to and taken seriously.

- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

Aims of the Policy

- To help us create an ethos in which attending school is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable at school.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.

Objectives

- To ensure all parents and pupils have received and had opportunity to comment upon the school anti-bullying policy.
- To maintain and develop effective listening systems for pupils and staff within the school.
- To involve all staff in dealing with incidents of bullying effectively and promptly.
- To equip all staff with the skills necessary to deal with bullying.
- To involve the wider school community in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider school community effectively on the subject of bullying.
- To acknowledge the key role of the class teacher/ form tutor in dealing with incidents of bullying.

Procedures.

We hope to achieve our aims in the following ways.

1. All members of the school community will be familiar with the policy.

2. Anti-bullying issues will be pursued through assemblies, story time, PSHE lessons, drama and the Peer Mediation Scheme. The emphasis will be on defining and recognising, bullying, encouraging positive and co-operative behaviour and providing pupils with strategies for coping with bullying.
3. Class reward systems will recognise positive behaviour.
4. Sanctions will be applied according to the school's discipline code.
5. Teachers and Support Staff will be vigilant at all times pupils are expected to be on the school premises.
6. The Teacher or Support Staff on duty will initially deal with any complaint.
7. All complaints of bullying will be investigated.
8. Anyone found bullying will be disciplined and required and helped to change his or her behaviour.
9. Any serious incident will be referred to the Headteacher or Assistant Headteacher, who will keep a record. Parents of both sides will be informed.
10. Our school environment has a strong culturally diverse community, the mutual respect for individuality and home culture, means that racial incidents are few. However the school is proactive in thinking about and managing the impact of political instability in world wide events. All incidents of racial bullying are investigated recorded and openly discussed with pupils, staff and families. Any appropriate action is taken in line with the full contents of this policy.
11. To ensure that all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations.

Code of Conduct

We recognise that all adults in the school are in effect role models for the students. The way in which we behave towards each other and to students is particularly important in terms of providing positive role models. Therefore, as adults we

:

- show respect for every student and other colleagues within the school community as individuals
- are aware of vulnerable students
- criticise the behaviour rather than the student
- avoid favouritism
- are seen to be fair
- avoid labelling
- have high expectations of students
- never give students ammunition to use against each other
- actively seek to develop a praise culture within the school.

Young people also have a responsibility to role model appropriate behaviour for their peers. We therefore believe that all students must:

- show respect for their fellow students and adults working within the school community
- support and be sensitive to others when they may be feeling vulnerable
- actively seek to develop a praise culture within the school
- actively support the school anti-bullying policy
- take responsibility for their own behaviour

Equal Opportunities

Every member of the school community is entitled to expect equality of protection from bullying as well as protection and support from school policies and procedures designed to ensure that the school remains a safe environment in which to teach and learn.

Confidentiality

School staff cannot promise absolute confidentiality if approached by a pupil for help. Staff must make this clear to pupils. Child protection procedures must be followed when any disclosures are made.

It is very rare for a pupil to request absolute confidentiality. If they do, in situations other than those involving child protection issues, staff must make a careful judgement whether or not a third party needs to be informed. This judgement will be based upon:

The seriousness of the situation and the degree of harm that the pupil may be experiencing.

The pupil's age, maturity and competence to make their own decisions.

Where it is clear that a pupil would benefit from the involvement of a third party, staff should seek consent of the pupil to do so. If appropriate, staff might inform the third party together with the pupil. Unless clearly inappropriate, pupils will always be encouraged to talk to their parent/ guardian.

An underlying principle in supporting pupils in our school is that all children are listened to sensitively and objectively and all incidences of bullying will be taken seriously.

Although the school cannot guarantee confidentiality pupils will be informed of national and local helplines, if appropriate, where confidentiality can be maintained.

Guidance for pupils

If you feel you are being bullied:

- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and if possible tell them to stop and tell them how you feel.
- Get away from the situation as quickly as possible.
- Talk to an adult immediately. This could be the member of staff on duty at the time, your class teacher or one of the Learning mentors.
- When talking to an adult be clear about what has happened, who was involved and who saw what was happening.
- Keep on speaking until you feel that someone is listening and taking action.
- Make sure you share your concerns with your parent.
- If necessary you can speak to someone outside of school about your concerns e.g childline.

Guidance for Parents

If your child has been bullied:

- Calmly talk with your child about his/ her experiences, make a note of what he/she says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/ she has done the right thing to tell you about the bullying and explain to your child that should any further incidents occur he/she should report them to a teacher immediately.
- Make an appointment to see your child's teacher to explain the problems your child is experiencing.

When talking with teachers about bullying:

- ✓ Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- ✓ Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- ✓ Stay in touch with the school and let them know if things improve as well as if problems continue.

If you are not satisfied:

Check with the school anti-bullying policy to see if agreed procedures are being followed and make an appointment to discuss the matter with the Head teacher.

You can also discuss your concerns with a parent governor. If this does not help write to the Chair of Governors explaining your concerns and what you would like to see happening.

If your child is bullying others:

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people.

Monitoring and evaluation

This policy will be reviewed every two years by the pastoral committee of the Governing Body.

All incidents of bullying are recorded in the Learning mentor logs. These are evaluated and used to inform policy decisions, adapt curriculum provision, provide support for victims and create individual plans or programmes for perpetrators to help them change their behaviour.

