



St Anne Stanley CE Primary School

ANTI-BULLYING POLICY

Introduction

St Anne's is a Church of England primary school. We recognise that the personal development of pupils, spiritually, morally, socially and culturally plays a significant part in their ability to learn and achieve. We therefore aim to provide an education that provides pupils with opportunities to explore and develop their own values and beliefs, spiritual awareness, high standards of behaviour, a positive, caring attitude towards other people, an understanding of their social and cultural traditions and an appreciation of the diversity and richness of cultures.

Staff, parents and children at St Anne's work together to create a happy, caring and safe learning environment. Bullying, whether verbal, physical or indirect, is not tolerated. It is everyone's responsibility to try to prevent occurrences of bullying and to deal with any incidents quickly and effectively.

Bullying may be brought to the attention of any member of staff by the victim, their parents/family or any other concerned person.

This policy should be read in conjunction with the following policies:

- Online Safety Policy 2017
- SEND Policy
- Behaviour Policy
- PSHE policy
- Inclusion
- Disability
- Equal Opportunities Policy
- Equality Policy

Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling, racist remarks, gender remarks) or indirect (e.g. spreading rumours, excluding someone from social groups).

Bullying is more complex behaviourally than falling out of friends, calling someone a name, a fight, or swearing at someone.

Single incidences of verbal or physical attack, and behaviour which is hurtful but not intentional will also be taken seriously and dealt with accordingly

Aims

- To provide a safe, caring environment for the whole school community, especially the children in our care.
- To instil in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is safe to tell.
- To heed parents' concerns and keep them informed of actions taken in response to a complaint.
- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during the school year by the Head Teacher.
- A separate list of any racist incidents will be kept.

Objectives

- To ensure that all children feel safe and free from bullying and intimidation.
- To build an ethos where children feel safe, free from threat and intimidation.
- To promote good relationships where all are treated well and where children care for each other.
- To act promptly and effectively at the first sign of bullying.
- To encourage children and parents to report any attempted bullying.
- To protect and reassure any victims of bullying.
- To have effective sanctions to deter bullying; procedures to deal with bullying and successful strategies to reform bullies.

Guidelines

In dealing with bullying, staff at St Anne's follow these fundamental guidelines:

- Never ignore suspected bullying.
- Do not make premature assumptions.
- Listen carefully to all accounts - several pupils with the same version does not mean they are telling the truth.
- Adopt a problem-solving approach that moves pupils forward from self-justification.
- Follow up proven cases to check bullying has not returned

Strategies

The following strategies are used at St Anne's to reduce bullying:

- We use our behaviour policy effectively to promote good behaviour, so that there is an ethos where bullying is unacceptable.
- All staff are vigilant and intervene immediately if any bullying is observed or reported.
- Children are encouraged to report bullying and will be listened to and taken seriously.
- Every allegation of bullying is investigated and followed up.
- All allegations of bullying are reported to the Head Teacher.
- The parents of all concerned will be informed and involved in any reported incident and will be expected to support this policy.
- Increased understanding for victims and teaching pupils how to manage relationships in a constructive way through PHSE lessons, Circle Time, assemblies, drama workshops and visiting theatre groups which focus on promoting anti-bullying messages.
- Anti-Bullying and Online Safety week each year in school.

Response/Action

In response to a complaint of bullying, the discipline procedures of St Anne's should be followed, with staff making a full investigation, keeping detailed records and applying sanctions as necessary.

The Head Teacher or a member of the Senior Management Team will implement the following:

- Discuss the nature of the bullying with the child, at length, recording all the facts. This will require patience and understanding.
- Identify the bully/bullies and any witnesses.
- Interview witnesses.
- Discuss the incident(s) with the alleged bully/ies. Confront them with the allegations and ask them to tell the truth about the situation/incident, making it clear that this is only an investigation at this stage.
- If the bully owns up, make it understood that bullying is not acceptable at St Anne's and emphasise the effect it has on the education of the victim and the rest of the children in the class/school.
- Apply sanctions relevant to the type of bullying. (see Behaviour Policy)
- If the allegation of bullying is denied, investigate further. If there is sufficient evidence that the bullying occurred, apply relevant sanctions.
- Separate meetings with parents of bully and victim will be held. All discussions are recorded on Parent/Carer discussion forms.

Sanctions

Sanctions for the bully include:

- Withdrawal from favoured activities, for example school visit.
- Loss of play times for a period to be determined by the Head Teacher.

- Where appropriate, a child may be barred from school during lunchtimes for a period to be determined by the head Teacher.
- Fixed period of exclusion from school.
- A Pastoral Support Programme for the victim will be implemented, with a mentor.
- A Pastoral Support Programme for the bully will also be implemented.

This will include individual Behaviour Support Programmes led by Mrs Scott, our pastoral support and/or Mr Jago, our Family Liaison and Pupil Support Officer.

Opportunities will be provided in circle time or class groups for the child/ren to discuss relationships, feelings and the effect bullying can have on individuals.

In order to reduce incidents of bullying and recognise bullies, at St Anne's, all staff watch for early signs of distress in pupils. These may include;

- Unwillingness to come to school.
- Withdrawn or isolated behaviour.
- Complaints about missing possessions.
- Refusal to report incidents.
- Becoming easily distressed.

The School Council is another forum in which children can report bullying.

Bullying off the School Premises

St Anne's is not directly responsible for bullying off the school premises; however, if both the victim and the bully are from our school action will be taken as if the incident has occurred within the school, and this includes informing parents.

If a child from St Anne's is involved in a bullying incident with a pupil from another school we will liaise with the other school to ensure that there is no reoccurrence.

The following steps should be taken:

- Discussions with the Head Teacher of other schools.
- Communication with the Police about problems on the local streets.
- Talk to pupils about how to avoid or handle bullying situations.

Bullying Directed Towards Race, Gender, Sexual Orientation or Disability

St Anne's will not tolerate bullying against anyone because of his or her race, gender, sexual orientation or disability. The school will take preventative action to reduce the likelihood of bullying incidents of this nature occurring.

Stereotypical views are challenged and pupils learn to appreciate and view positively differences in others, whether arising from race, gender, ability or disability.

Racial Bullying/Harassment

Racial bullying will not be tolerated in St Anne's and will be treated severely. If a child receives verbal abuse, physical threats or attacks; if a pupil brings racist literature into school; incites others to behave in a racist way or writes racist insults, a full investigation will be carried out.

St Anne's has a duty to develop children's understanding of ethnic diversity issues and explore racial tolerance in PSHE and Citizenship lessons; in Religious Education lessons and in school assemblies.

St Anne's guarantees confidentiality and support for those being bullied. Racial incidents are reported to the Governing Body and Local Authority as directed.

Sexual Bullying

Sexual bullying has an impact on both genders. A sexual assault will lead to the exclusion of the perpetrator from St Anne's. Sexual bullying is characterised by abusive name-calling; comments about appearance, attractiveness and emerging puberty; inappropriate and uninvited touching; sexual innuendoes and propositions (i.e. sexual harassment).

St Anne's strategies to deal with sexual bullying include:

- recording incidents.
- developing understanding of gender relations.
- exploring sexism and sexual bullying in PSHE lessons.
- using single-sex groups to discuss sensitive issues.
- ensuring the school site is well supervised, especially in areas where children might be vulnerable.
- implementing appropriate discipline procedures as appropriate.

Sexual Orientation

Sexual bullying can also be related to sexual orientation. Children do not have to be homosexual or bi-sexual to experience such bullying.

Strategies to deal with such bullying include:

- recording incidents in a separate incident book.
- awareness by staff that homophobic bullying can occur.
- challenging homophobic language and exploring pupils' understanding - they might not understand the impact.

- guaranteeing confidentiality and support for those being bullied.
- implement discipline procedures if the bullying warrants it.

Special Education Needs or Disabilities

Pupils with special educational needs or disabilities might not be able to articulate experiences as fluently as other children. However, they are often at greater risk of being bullied, both directly and indirectly, and usually about their specific disability.

St Anne's ensures that the behaviour of staff does not trigger bullying unintentionally. They should avoid undue attention towards SEND children compared with others, and should not make comments based on pupils' appearance or perceived character or ability.

We try to make classroom activities and lessons sensitive to such children's needs. We teach assertiveness and other social skills and teach victims to say 'No' or to get help. A named mentor/friend may be appointed for the pupil to confide in.

High attainers, gifted or talented pupils can also be affected by bullying. Teachers should treat this as seriously as any other type of bullying.

Review

The Headteacher will review the policy on a day to day basis.
The policy will be formally reviewed October 2020.

Mrs J Simons
Oct 2018

