

All Saints Church of England Primary School



Anti-Bullying Policy

Date Produced: Spring 2017
Review Date: Spring 2020

Statement of Intent

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.

This policy is underpinned by the values encompassed in our Ethos Statement:

School Ethos Statement

We are all part of God's wonderful creation and each of us is special.

We will care for and respect:
our world
our school community
and
ourselves.

Finding joy in learning, and growing..... *to be the best we can be.*

What Is Bullying?

Bullying is the repeated 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 & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying diminishes self worth. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are making behaviour choices need to be made aware of the impact of their victims and 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 school 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 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
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

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

Procedures

1. Report bullying incidents to class teacher and record on CPOMS under the 'welfare' category, checking the bullying drop down box. Alert SLT using CPOMS.
2. In cases of bullying, SLT will monitor patterns of behaviour using CPOMS.
3. In repeated cases parents will be informed and will be asked to come in to a meeting to discuss the problem.
4. Counselling and/or Learning Mentor support may be offered to both the victim and perpetrator.
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
6. An attempt, or programme of support, will be made to help the bully (bullies) change their behaviour.
7. If necessary and appropriate, police will be consulted.

Outcomes

- 1) The bully (bullies) will be asked to apologise in a manner which is more than just tokenistic. If this risks causing further distress to victim, then a written or pictorial apology could be offered in the first instance. Other consequences may take place, for example, reconciliation and prayer support for families if desired.
- 2) In serious cases, exclusion will be considered.
- 3) The pupils (and where possible their families) will be supported to 'live alongside' each other harmoniously, peacefully with neither feeling threatened or resentful.
Forgiveness is an important aspect of our Christian ethos.
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place. This will be done by Headteacher/ Deputy/ Safeguarding Lead.

Prevention

We will use a range of activities and methods for helping children to prevent bullying. As and when appropriate, these may include:

- a Behaviour Policy which affirms the worth of every child as a loved child of God, affirms positive behaviour and encourages caring and respectful relationships.

- explicit Christian values explored in Acts of Worship and throughout the taught and hidden curriculum
- signing a behaviour contract (pupil and parent/ carer)
- writing stories or poems or drawing pictures about positive relationship/ bullying
- reading stories about bullying or having them read to a class or in assembly/ collective worship
- making up role-plays
- having discussions about bullying and its impact on others

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk