



ANTI BULLYING POLICY

September 2011

School Statement

At St Saviour's we are committed to providing a caring, friendly and safe environment for all 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.

Aims/Objectives

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied and that all staff are free from fear of bullying by pupils.

The objectives of this policy are:

- All members of the school community have an understanding of what bullying is
- All members of the school community 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
- Pupils and parents should be assured that they will be supported when bullying is reported
- That the whole school community knows that bullying will not be tolerated

Context

Head teachers have a legal duty under the Schools Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006, the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. School also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

Scope of policy and links to other policies

This policy includes:

- Bullying of pupils by pupils within the school
- Bullying of and/or by pupils outside of school, where the school is aware of it
- Bullying of staff by pupils within or outside school

Allegations about bullying of pupils by staff will be dealt with under the school's Safeguarding Policy.

This policy has links to the following policies and procedures:

- Equality and diversity policy
- Behaviour policy
- Acceptable use policy (internet safety)
- Safeguarding/child protection policy
- Complaints procedure

Consultation

This policy had been developed in consultation with pupils, parents/carers and school staff. This included questionnaires, pupil interviews and class discussions. It has also been approved by the school council and governors.

Definition

Bullying is "when a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- 'Badly different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for yourself

then, it could be bullying. When a person, or a group of people, has been made aware of the effect of their behaviour on another person, and they continue to behave in the same manner – **this is bullying**.

Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- Happens more than once – there will be a pattern of behaviour, not just a one-off incident
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

It can be:

- Physical, e.g. kicking, hitting, taking and damaging belongings
- Verbal, e.g. name calling, taunting, threats, offensive remarks

- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. texts, emails, picture/video clip bullying, instant messaging (IM)

St Saviour's recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special education needs. All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying.

Identifying Bullying

All concerns about bullying at St Saviour's will be taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. However, there may be changes in their 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**. School staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

Reporting Bullying

All pupils will be encouraged to report bullying by:

- Talking to a member of staff of their choice
- Completing a 'bullying concern' form and placing it in the box at reception
- Contacting local and national support agencies for advice/support

Staff who are being bullied will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Parents should not try and resolve bullying directly with pupils or their families, as this can lead to escalating problems.

Responding to Bullying

School

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it
- A clear account of the concern will be recorded and given to the Head Teacher
- The Head Teacher will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy/practice

- Class teachers will be kept informed and if it persists the form tutor will advise the appropriate subject teachers
- Parents and other relevant adults will be kept informed
- Where bullying occurs outside of school, any other relevant schools or agencies (youth clubs, transport providers) will be informed about the concerns and any actions taken
- Punitive measures will be used as appropriate and in consultation with all parties involved

Pupils and staff

Pupils and staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice
- Providing reassurance that the bullying will be addressed
- Offering continuous support
- Restoring self-esteem and confidence
- The use of specialist interventions and/or referrals to other agencies e.g. learning mentor, where appropriate

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents to help change the attitude of the pupil
- The use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Detention
- Exclusion from certain area of school premises
- Confiscation of mobile phones, in line with our Acceptable Use (internet safety) policy
- Fixed-term exclusions
- Permanent exclusion

Parents

- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal complaints procedure
- Where a pupil is involved in bullying others outside school, e.g. in the street or via cyber bullying, parents will be asked to work with the school in addressing their child's behaviour, e/g/ restricting internet usage
- Referral of the family to external support agencies will be made where appropriate

Prevention

At St Saviour's we will aim to prevent bullying by:

- Raising awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies, subject areas and informal discussions, as appropriate, in an attempt to eradicate such behaviour
- Use the Essex PSHE scheme to raise awareness and educate the children in each year group
- Participate in national and local initiatives such as Anti-Bullying Week (Nov)
- Seek to develop links with the wider community that will support inclusive anti-bullying education
- Consider the use of specific strategies and/or implement the programme e.g. peer mentoring, playground friends etc
- Writing a set of school rules that addresses bullying
- Signing a behaviour contract in each class

Services

KIDSCAPE Parents Helpline

0845 120 5204

Childline

0800 11 11

Bullying online

www.bullying.co.uk

Beatbullying

www.beatbullying.org

Anti-bullying Network

www.antibullying.net

Monitoring and Evaluation

A senior member of the school staff will be identified to lead on the implementation of the policy and act as the link person with the local authority.

An annual report will be made to the governing body including statistics about the number of reported cases, monitoring information, actions taken and outcomes.

The school will review the policy annually and assess its implementation and effectiveness.

Produced using KIDSCAPE and the Warwickshire's Anti-bullying Partnership