

Holy Trinity C.E (VA) Primary School

Anti Bullying Policy

TO BE READ IN CONJUNCTION WITH THE POSITIVE BEHAVIOUR POLICY

Introduction

The aim of our anti-bullying policy is to ensure that in our Christian school where we respect and promote the Christian values of Love, Friendship, Forgiveness, Justice and Hope, pupils learn in a supportive, caring and safe environment without fear of being bullied. The school operates a zero tolerance approach to bullying - bullying must be challenged immediately, by all members of staff, dealt with sensitively and in a sustained manner.

We believe that there are two components to effective anti-bullying practice: preventing bullying incidents and responding to them.

Pupils must be encouraged to report bullying in school. This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

The school has a duty to prevent and respond to bullying within the Education Act 2002; Equalities Act 2010 and Education Inspections Act 2006 which empowers the school to act in response to incidents involving our pupils whilst not on school premises.

Definition

Bullying is defined as 'deliberate, hurtful, persistent behaviour that causes ongoing fear, stress or anxiety to an individual.' (Anti-bullying Focus Group Nov 2009)

Bullying can be one or more of the following:

- Verbal - name calling, sarcasm, hurtful teasing, invalid criticism, being threatened, humiliated, being shouted at
- Emotional - excluding, tormenting, gestures, being singled out, untrue or hurtful rumours
- Physical - pushing, kicking, hitting, hair pulling, damage to property
- Discriminatory - focusing on gender, disability, race, religion, or be homophobic in nature.
- Isolation or exclusion - exclusion from friendship groups, malicious rumours, ignoring
- Indirect bullying - orchestrated by someone, but carried out by someone else

- Cyber bullying - using mobile phones or computers to send or post cruel messages, texts, photos or videos. This can also include the circulation of cruel messages etc which were sent originally by someone else.

Aims

- To ensure that the whole school community understands what bullying means, including what a bully is, what a victim is and what a bystander is
- Make clear that a zero tolerance approach to bullying is in place in school
- Encouraging children to report incidents without feeling they are telling tales
- To ensure incidents are taken seriously, investigated and if necessary, acted upon, with clearly defined procedures.
- To ensure a there is a holistic support mechanisms for all children involved in cases of bullying.

Teaching and Learning Methods

We positively encourage all pupils to take responsibility for their behaviour and its consequences and to make a commitment to take action to end the bullying and provide support for the bullied pupil.

We stress the role of the Bystander - the person who can intervene and help the situation. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene. (Pepler)

Our whole school approach has been developed by pupils, staff and parents and includes a range of strategies adapted to suit particular incidents, including:

- a positive ethos based on the Christian values of values of Love, Friendship, Forgiveness, Justice and Hope, in which children feel secure to report incidents of bullying immediately:
- A clear, shared definition of bullying and its impact is understood by children and staff
- Bullying can be hard to spot, so strategies are in place to identify bullying and the perpetrators and victims of bullying.
- Help children to understand what bullying is and what it is not and the impact it has on the individual

- A behaviour policy for pupils and staff setting out clear guidelines for managing pupil behaviour both in the playground and in the classroom
- Whole school assemblies - to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities
- Activities within PSHCE specifically aimed at developing children's own strategies to deal with bullying type behaviour
- Providing a variety of adult led and none adult led activities or equipment for pupils to play with during school breaks (including MUGA pitch)
- Some or all of the following sanctions may be used for anyone who has bullied another pupil:
 - apologising to victim
 - loss of privileges
 - loss of break time/lunch time
 - behaviour monitoring chart & associated parental contact
 - parents invited into school
 - follow-up meeting to check behaviour
- Sulp (Social Use of Language Programme) and Circle time intervention groups
- Nurture Officer has timetabled sessions to support children with emotional issues. (including Big Worries Clinic)
- Every class teacher provides an opportunity for pupils to indicate and discuss worries and concerns e.g. worry box, worry books.
- Befrienders - Y5&6 children have been trained in peer counselling to support other children in the playground. There is a Befriender display board and befrienders are on duty each lunchtime supported by a member of staff.
- Parenting Clinic - run by the Nurture officer for parents to drop in if they are concerned about their child.
- School Website is kept up to date with the Anti Bullying Policy, pupils' work and events for Anti-Bullying Week.

Procedures For Staff

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the member of staff that has been approached will deal with the incident immediately.
- Staff will make sure the target of bullying is reassured and feels safe
- Staff will listen and speak to all children involved about the incident separately this may be done separately or as a class group
- A member of the Senior Leadership Team will be informed of the incident and appropriate action taken. If the issue is a safeguarding issue the Designated Child Protection Officer will be informed.
- The problem will be identified and possible solutions suggested
- Staff will encourage a problem solving approach which will move children on from having to justify their behaviour - this may take the form of a group meeting to reconcile pupils or take a restorative justice approach.
- Staff will reinforce the message that bullying behaviour is not tolerated in Holy Trinity Primary School
- Appropriate action will be taken quickly to end the behaviour
- A record of the incident/s and action will be recorded in the Pupil Welfare File.
- Sanctions deemed appropriate will be applied
- Support will be given to the bully (bullies) to help them understand and change his/her behaviour - possibly Sulp group or 'Bubble Time' (time available with Sulp staff to discuss the incident/s)
- If appropriate Parents will be informed and will be invited to come in and discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure a successful outcome. If necessary the pupils will be added to the Vulnerable Pupils list. Progress and improvement may me over an extended period
- If necessary a 'Hate Incident' form will be completed and sent to the Local Authority as part of the termly return (this is a requirement not a choice)
- Staff will be made aware of pupils to monitor / be aware of through the Pupil Welfare board in the staffroom and through the weekly noticed circulated to all staff.

- Statistics will be gathered about the number of 'bullying' events using the welfare file as evidence

Pupils Advice

Do not bully other people - it is not kind

If you see someone being bullied- help them or tell an adult

If you are being bullied TELL SOMEONE!

Use the class worry box.

Speak to any adult - don't exaggerate, be honest and stick to the facts.

Write it down or draw a picture if it helps you explain.

If it does not stop - tell the teacher again.

Talk to your parents/adult at home.

Roles and Responsibilities

Governors - support the Head teacher and have overall responsibility for ensuring the school community acts in line with this policy. A named governor will request a regular updates and report back to the governing body at intervals.

Head Teacher - has overall responsibility for the dissemination and implementation of the policy in the school and ensuring that all staff and children are aware of the expectations and work within the framework. Also responsibility for ensuring staff are adequately trained to deal effectively with situations they might encounter

Teaching and support staff - to work within the guidelines and be proactive in identifying and tackling bullying at every opportunity following the agreed practice in this policy

Parents - to inform school of any concerns and work with the school to address bullying behaviour. In return parents can expect to have their concerns dealt with promptly in line with the policy.

Children - to report behaviour which may be bullying and keep themselves safe within the guidelines.

Equal Opportunities

This policy is allied to our Equal Opportunities policy so that all children irrespective of gender, ethnicity, disability, religion/belief will have the same access to anti bullying support and procedures.

Pupils with special educational needs i.e Aspergers / Autism may need specialist support from outside agencies to help them articulate their concerns. The SENDCO will contact the relevant authorities as required and act as an expert to provide support.

This policy has been assessed for Equality Impact Assessment on 21 November 2011 and has low priority.

Review and evaluation

This policy will be reviewed every two years to assess its effectiveness - the policy will be promoted and implemented throughout the school community.

Review and Evaluation

Policy Written: November 2011

Policy reviewed November 2013

Approved by Governors: 21 November 2011

To be reviewed: November 2017