



All Saints Parent's Guide to Anti-Bullying Policy



This leaflet will explain how we approach our anti-bullying work in school. Please contact your child's class teacher, the phase leader or Ms Elliott if you need further information.

We hope you find this guide useful.

At All Saints all of our children have the right to learn in a supportive, safe and caring environment without fear of being bullied. We promote good behaviour. Bullying is anti-social, wrong and unacceptable. We acknowledge the impact that bullying can have on an individual's emotional well-being and their learning.

We believe in restorative approaches to deal with incidents of poor behaviour alongside appropriate sanctions. The basic ethos of such approaches is to:

- Ensure that children have the chance to understand the harm that they have done to others.
- Give the children who have caused harm the chance to put things right and become an accepted member of the community again.

All procedures follow **L.E.A.F** ethos -

L. Listen - Ask in turn what has happened to you?

E. Effects - How has everyone been affected?

A. Amends - What do we need to do and say to make things better?

F. Follow Up - Are things still better?

Definition of bullying - what it is and what it isn't

Bullying is:

- Deliberately hurting others, sustained over a period of time, in order to cause distress in order to give a feeling of power, status or other gratification to the bully. The victim will find it difficult to defend themselves against this.

Bullying can be:

- Physical - punched, kicked, spat at etc.
- Verbal - name calling including names about individual characteristics, gender, ethnic background, disability etc. teasing.
- Exclusion - including spreading malicious stories/rumours, including text and phone communications.
- Damage to property or theft - including forcing others to hand over property.

Bullying is not:

- A disagreement between friends that results in a temporary break down in relationships.
- Isolated incidents - fights, pushing, name calling etc.



Procedures for reporting bullying:

What can children do?

Make informed decisions as to what constitutes bullying.
Raise any issues through a variety of communication channels including
Report to an adult in school
Report to their friend or a peer buddy
Discuss at home with a parent/carer
Opportunities at circle time.

What can parents do?

Make informed decisions as to what constitutes bullying.
Attend parent focus groups to improve communication and understanding.
Support the school's Restorative Approaches to anti-social behaviour.
Support sanctions taken by the school.
Follow the following guide:

Guide to Parents - Talking together about your child

As a parent or carer you want your child to achieve their potential, be happy, feel safe and be protected from harm. We want this for your child too.

How to speak to us

The school has regular parent meetings and provides reports to update you on your child's learning and other achievements. However, if at any time, you would like to discuss your child's progress, anything that is worrying them at home or school or any concern you may have, we really want to know about it. We can then think about ways we can all support your child.

The person you should contact is your child's class teacher

Tel No: 0161 223 9325 or come into school

If they are not available when you call they will ring you back or offer you an appointment in school at a convenient time to you both.

If we are worried about your child

If the school has any concerns about your child's health or well-being, a member of staff may contact you to discuss the matter. In some circumstances it may be necessary for another person to discuss matters with you e.g. a health visitor, education welfare officer, school nurse or social worker. At all times, the aim is to offer support to you and your child to meet your child's needs.

What to do if you want to take things further

If after speaking to us, you feel that your child is continuing to have difficulties, please contact the person above again. If this still fails to calm your concerns, there are other people you may want to speak to. These are:

Name: Toni Elliott, Head Teacher

Name: Joanna Higginbotham, Deputy Head (autumn term)

Please give us at school the chance to help your child. Children's difficulties can sometimes be complicated and take time to sort out or support. You have the right to be regularly updated on any action taken and we hope you will keep in close contact with us too.

However, if you feel that we haven't dealt satisfactorily with your concerns, you have the right to complain. This is the school's complaints procedure:

1. Parent/Carer to contact the child's class teacher.
2. Parent/Carer to contact the Headteacher or in her absence the Deputy Head.
3. In the rare instance that Parent/Carers remain unhappy contact the Chair of Governors in writing, outlining your concerns.
4. If Parents/Carers are still unhappy they should contact 'Deputy Director of Children's services' - Address: Overseas House, Quay Street, Manchester, M3 3BB.



The different strategies we use in school:

- **Restorative Discussion**

This is an informal, quick, on the spot discussion, following the above LEAF Structure. This can be used for lower level/one off incidents and may not be appropriate to instances of bullying.

- **Mini-conference**

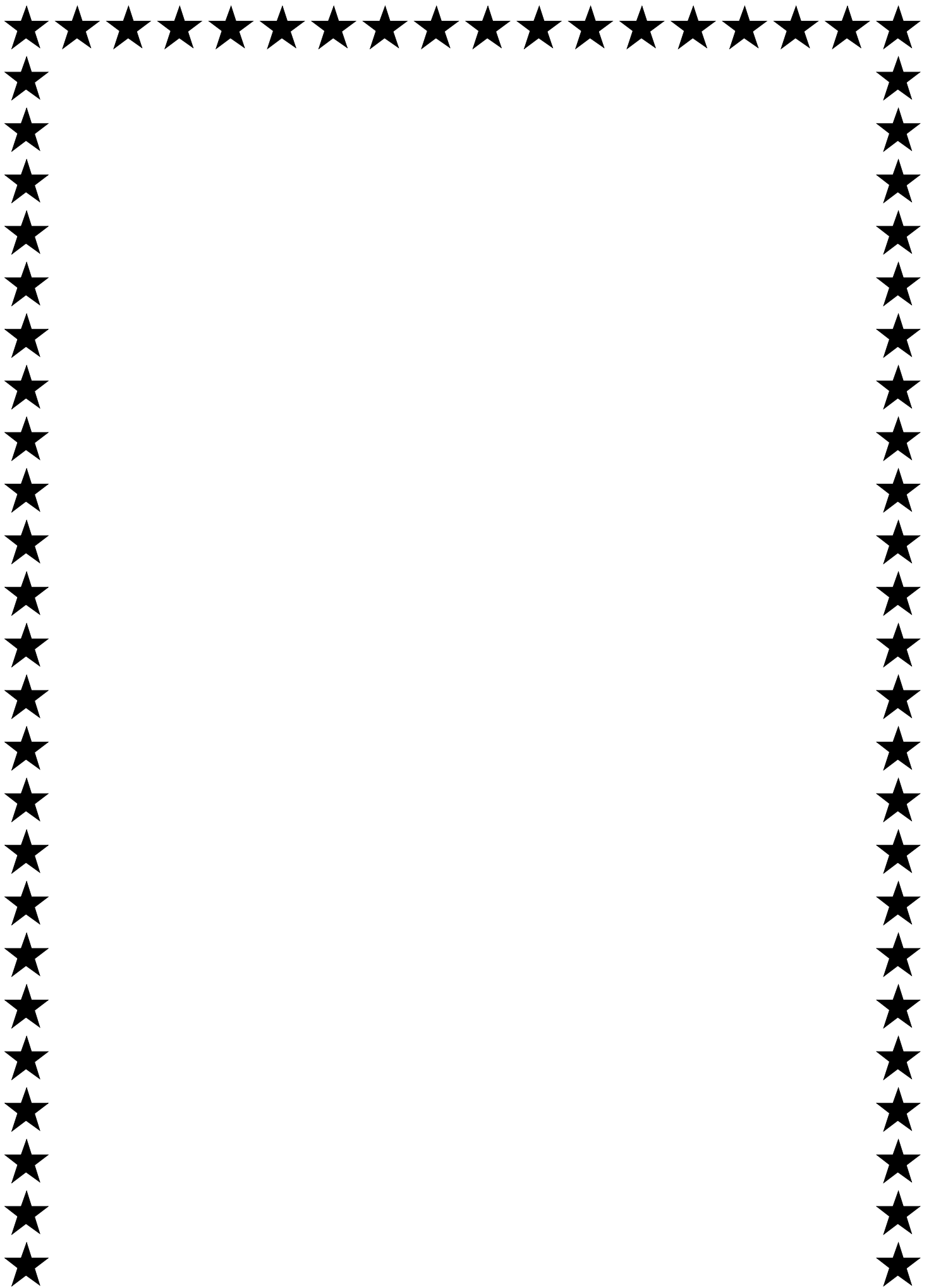
This is a discussion/meeting held in an appropriate space away from the rest of the children's peers. It will involve children and a member of staff only. This will give both parties a chance to discuss an incident and how they were made to feel as a consequence of the other person's actions.

- **Support Group Approach**

Trained staff will initiate and lead this process, involving the child who has bullied and some of the peers of the victim. This process will encourage the child who has bullied to see the consequences of their actions outlined by their peers.

1. The victim or their friend will report the incident to an adult.
2. Staff to complete 'Bullying Incident Form'
3. The adult will inform the Phase Leader, Deputy Head/Head about the incident. If it is felt that a Support Group Approach would benefit the children this process will be initiated.
4. Trained staff will form a 'committee' discuss reasons why the victim may be unhappy in school.
5. The 'committee' discuss reasons why the victim may be unhappy in school.
6. The child does not have allegations directed towards them, although children may discuss the perpetrators actions.
7. Together the 'committee' will devise a plan to improve the situation for the victim.
8. This plan will be reviewed with the 'committee' a week later.
9. Complete 'Anti-Bullying Review' Sheet.

Our aim is to keep parents informed throughout the whole process of dealing with instances of bullying. By working in partnership we endeavour to support children to deal and learn from such experiences.



BEHAVIOUR IN SCHOOL

Dear Parent/Carer,

Our school operates within a *CODE OF CONDUCT* which is a framework for positive and acceptable behaviour. Our children work very hard to earn rewards and positive behaviour is recognised and celebrated.

SCHOOL CODE OF CONDUCT

- Respect and Care for Everybody in our School.
- Look after our school and respect other people's property.
- Listen attentively to the teachers and follow instructions first time.
- Walk around school quietly and sensibly.
- Always play in a friendly way and walk away from trouble.

Each class has its own set of rules, please consult your child's class teacher to have a copy

CLASS RULES FOR CLASS

- Do not hurt anyone with anything you say.
- Keep your hands, feet and other objects to yourself.
- Listen while other people are speaking and take your turn.

If a child cannot or refuses to follow our *Code of Conduct* and *Class Rules* then there will be consequences which are clearly documented in our parental leaflet *All Saints Primary School Guide to Good Behaviour*.

Please help us by supporting our policy. Please return the slip below to your child's teacher.

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I HAVE READ THIS LETTER AND WILL SUPPORT THE SCHOOL IN THEIR BEHAVIOUR MANAGEMENT POLICY.

SIGNED _____ (Parent's Signature)

Child's Name _____ Class _____