



## ANTI-BULLYING POLICY 2016

Review September 2017

### **Rationale**

At St. Michael's we believe that everyone is created in the image of God and is of infinite worth. The school's anti-bullying policy is based on Christian values. In our Christian community, relationships are based on these core values: loving, caring attitudes; concern for the whole person; justice and respect for others. Reconciliation and forgiveness are central to the Christian gospel and the notion of a fresh start is a key part of the Academy's anti-bullying policy.

At St Michael's we are committed to providing a caring, happy, friendly and safe environment for all our children so they can learn in a relaxed and secure place. Bullying of any kind is unacceptable at our school. If bullying does occur, all children should be able to tell someone and know that incidents will be dealt with promptly and effectively.

We do not tolerate bullying of any kind-racial; by disability; family circumstances; sexuality.

### **What is Bullying?**

Bullying can be described as being REPEATED deliberate acts done to cause distress. Bullying behaviour is carried out to give a feeling of power, status or other gratification to the bully / bullies. Bullying can occur through several types of anti-social behaviour. It can be:

**Emotional:** being unfriendly, excluding, tormenting.

**Physical:** pushing, kicking, hitting, or any use of violence.

**Racist:** racial name calling, graffiti, unacceptable gestures.

**Verbal:** name calling, spreading rumours, teasing.

**Sexual:** unwanted sexual contact, sexually abusive comments.

**Cyber:** threats by text message, email misuse, Facebook / Instagram

**Damage to Property or Theft:** children may have their property damaged, taken off them or stolen.

### **Bullying is not:**

It is important to understand that bullying is not the *odd occasion* of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. We teach children about this.

**Bullying is** if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns and the odd name calling. We all have to learn how to deal with these situations and develop problem solving and social skills to repair relationships.

### **Signs and Symptoms:**

There may be signs or behaviour that a child is being bullied. These may be evident at home or at school or in both locations. Any adult who notices such signs or symptoms should investigate further and take action if necessary. They may include:

#### **At home –**

- Fear of going to or from school
- Unwillingness to go to school
- Asking to move school
- Feigned illness or an increase in complaints about feeling unwell
- Arrives home feeling very hungry (because lunch has been taken)

- Crying at bedtime or disturbed sleep (including nightmares)
- Arrives home with damaged clothes or property (e.g. torn books)
- Possessions 'go missing'
- Asks for money or steals money
- Is afraid or reluctant to use the internet or mobile phone
- Is nervous or secretive when a text or e-mail is received

#### **At school –**

- Deterioration of work
- Looks for excuses to stay in school instead of going out with other children
- Misses school

#### **In both locations –**

- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, disruptive or unreasonable
- Begins to stammer
- Unexplained cuts or bruises
- Bullies other children or siblings
- Changes his or her eating pattern
- Gives improbable excuses for his or her behaviour or to account for any of the above
- Is reluctant to talk about any of the above

#### **What Can a Child Do?**

If it is someone else –

- Tell an adult, teacher, teaching assistant, Learning Mentor, Head teacher
- Support the victim by showing that you disapprove of bullying

If it is you –

- Tell a trusted adult
- Tell a friend
- Do not agree to keep the bullying a secret
- If possible (but this is not easy), try hard not to show that you are upset
- If you can see that a situation could be dangerous, keep away
- Try to ignore the bully
- Tell the bully to stop
- Say, very firmly, 'No', and walk away
- Avoid fighting back – this often makes things worse

Telephone Childline (freephone 0800 1111)

#### **What Can a Parent Do?**

If your child is being bullied –

- Ask him or her about it directly
- Remain calm
- Take the bullying seriously and find out the facts
- Talk to someone at school – this may be the Head Teacher, Class Teacher, Deputy Head Teacher, SENCO, learning mentor or another member of staff who knows your child well
- Help your child to develop self-assurance and confidence

If your child is a bully –

- Keep calm
- Do not bully or hit the child – this will make things worse

- Try to find out the cause of your child's bullying
- Discuss your concerns with the Class Teacher, Learning Mentor, Deputy Head Teacher or Head Teacher
- Try to monitor where your child goes and who he or she plays with
- Set clear guidelines for the behaviour you expect
- Help your child to develop self-esteem
- Ensure that your child apologises to the victim of his or her bullying
- Monitor whether things improve or deteriorate

### **What Will the School Do?**

We take all instances of bullying very seriously –

- Action will be taken in all reported or observed instances
- Incidents are recorded on the Meeting Parents sheets and logged on the behaviour database and referred to the Learning Mentors
- Both the victim and the bully will be made aware of the action taken
- Parents will be informed
- Persistent bullies will be closely monitored and supervised and given read alerts or zero tolerance red alerts in line with our behaviour policy. In some circumstances, exclusion would be considered-see Exclusions Policy.
- If appropriate, the victim and the bully will receive counselling and/or support
- If appropriate, outside agencies will be involved, usually for persistent bullies

### **What is Expected Behaviour for Children?**

Our school rules are based on –

- Caring – we take care of our own and other people's property
- Kindness – we take care of each other by being friendly
- Manners – we listen and are polite to each other
- Safety – we move round school quietly and sensibly
- Punctuality – we always try to be ready and on time
- Schoolwork – we work hard and try our best in whatever we do

Our commitment is to provide a caring, happy, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. We expect that every adult and child commits themselves to stamping out any bullying behaviour at Parklands Primary School.

### **Monitoring and evaluation of this policy:**

The policy will be reviewed by the Governing Body on an annual basis.

Parents and children will be asked to complete annual behaviour and safety questions on surveys. These will include specific questions about how safe children feel in our school. Feedback from these questionnaires will be collated, shared and actions communicated.

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