

Simonstone St. Peter's CE Primary School

Anti-Bullying Policy

'Keys to Faith and Knowledge'



Our Mission Statement

At Simonstone St Peter's School we want every child to:

Be confident and happy about who they are;

Have knowledge and skills for life and to work together and make friends;

Learn to have faith and understand differences;

Learn through Jesus that we are loved and can love; that we can talk to others; find guidance to be a better and stronger person, to know right from wrong and find forgiveness;

Show care, kindness and appreciation in the world.

Everyone at Simonstone St Peter's C of E Primary School has the right to feel welcome, secure and happy. Only if this is the case, will all members of the school community be able to achieve their potential. The aim of this policy is to ensure that both staff and pupils work together in a supportive, caring and safe environment without the fear of being bullied. Bullying is anti-social behaviour and affects everyone concerned and can undermine the self-esteem and confidence of those being bullied. Our anti-bullying policy, whilst primarily concerned with the pupils' wellbeing; also applies to all adults and teachers in school. It is everyone's responsibility to prevent bullying and this policy contains guidance to support this ethos.

Definition

'Behaviour by an individual or group, usually over time, that intentionally hurts another individual or group, either physically or emotionally'. (Safe to learn: Embedding anti-bullying work in Schools – September 2007)

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The four main types of bullying are:

- Physical bullying (hitting, kicking or other forms of physically abusive behaviour)
- Verbal (name calling and racist remarks)
- Emotionally harmful behaviour or indirect bullying (spreading rumours, excluding individuals from groups, or habitually hiding their belongings.)
- Cyber bullying (which takes place online or through smartphones and tablets; social networking sites, messaging apps, gaming sites and chat rooms such as Facebook, Xbox Live, Instagram, Snapchat etc)

Behaviour constitutes bullying if:

- It is repetitive, wilful or persistent
- It is intentionally harmful
- There is an imbalance of power, leaving the person being bullied feeling defenceless
- Makes someone feel intimidated, degraded, humiliated or offended.

The school works hard to ensure that all pupils know the difference between bullying and simply “falling out.” Similarly, it’s important to remember that not all nasty messages posted online are defined as bullying. Sometimes, they are once-off. But when there is a prolonged campaign which appears to target one individual, then it becomes cyberbullying.

School takes all forms of bullying seriously and is particularly concerned to take action in relation to cyberbullying or any incidents which are racist, sexist, homophobic, or where they relate to special educational needs/disability.

This document sets out the School’s policy in relation to the issue of bullying. It reflects a belief that bullying is not acceptable under any circumstances and that it is best prevented through the development of our Church school ethos based on mutual respect, fairness and equity as children of God. It also acknowledges that bullying behaviour is problematic for the victim and perpetrator alike.

Aims and Purposes

1. To promote a happy, caring, Christian ethos within School in which both staff and pupils are safe and able to realise their full potential.
2. To clarify the School’s responsibility for responding to incidents of bullying and emphasise to staff, pupils and their parents and carers the School’s zero tolerance attitude towards bullying behaviour.
3. To deliver a consistent anti-bullying policy based on a whole school approach.
4. To be proactive in the prevention of bullying.
5. To raise awareness among children, staff, parents about the issue of bullying and the school’s attitude towards it and to create an environment in which bullying is seen as inappropriate and unacceptable.
6. To make children, staff and parents aware of what steps to take when an incident of bullying has occurred.
7. To demonstrate to bullies that their behaviour is unacceptable and to reassure victims that action will be taken to keep them safe.
8. To foster an open and honest atmosphere where pupils can communicate freely.
9. To address with perpetrators their problematic behaviour in a fair and firm, non-oppressive manner, and provide them with support to enable them to change their behaviour.

Signs of bullying that we look for:

- Changes in behaviour – withdrawn, isolated behaviour.
- Unwillingness to come to school – feigning illness, taking unusual absences or clinging to adults.
- Changes in concentration levels and a deterioration in the quality of their work.
- Damaged or incomplete work.
- Complaining about missing possessions.
- Refusal to talk about the problem.
- Being easily distressed.

Whilst this behaviour may be symptomatic of other problems, it may also be signs of bullying.

Strategies to Prevent Bullying

Our aim is to create an environment where bullying cannot thrive. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils develop strategies to combat bullying-type behaviours.

This will be achieved through:

- Acts of Worship and assemblies when bullying and the school's stance towards the prevention of bullying are discussed.
- Friendship weeks; anti-bullying weeks and On-line Safety themes.
- PSHE, RE, Digital Literacy or other curriculum areas. This may include role-play, circle time activities and use of the SEAL materials as well as bought in services such as the Life Education Van.
- Pupils being taught to "tell someone" and our 'buddy' system where children take on the role of a "supportive and listening" friend to others.
- Additional support and guidance being offered to children who are at risk of bullying or who have suffered bullying in the past.
- Displays around school affirming the school's standards and values.
- Modelled behaviour - all staff, parents and children treat each other with courtesy and respect and will model appropriate and respectful behaviour at all times.
- Ensuring pupils are taught about their rights and responsibilities when using the internet; the positive use of technology along with good etiquette and personal safety issues online.

We recognize that developing emotional resilience is an important life skill and victims need to feel secure that assertive behaviour or just walking away can be effective ways of dealing with someone who is bullying.

Responding to Cyberbullying

Children are not allowed mobile devices in school and must follow the 'Internet User Policy' in school. However they should be encouraged to, and may report instances of cyberbullying.

If Cyberbullying is reported, the incident should be taken to the Head Teacher who will then investigate it fully.

School will ensure that:

- Support and reassurance is given to the victim – ensuring that they know that they did the right thing by telling.
- Relevant evidence is kept (screen shots, printing webpages). Do not allow the deletion of phone messages.
- The victim does not retaliate or reply to the messages.
- Threats of harm and inappropriate sexual messages are reported to the police.
- Abuse on social networking sites or through text messaging is reported to the websites and mobile phone service providers.
- They work in close partnership with parents of both the victim and the perpetrator to ensure that it doesn't re-occur.

Dealing with Bullying

Pupils must be encouraged to report bullying in school, including instances of cyberbullying, to an adult. The following steps will be taken when dealing with incidents:

- If bullying is reported or suspected, the incident will be reported to the Head Teacher but dealt with in the first instance by the class teacher.
- The class teacher will discuss the issues with the children involved, in a manner appropriate to their age and understanding and decide on the appropriate action
- If the incident is not serious, a problem solving approach may help to highlight the issues. Each pupil must be given the opportunity to talk and the discussion should remain focused on trying to find a solution and stop the bullying reoccurring. There is also a strong emphasis on rebuilding relationships between the pupils involved. This might mean use of 'restorative approaches' or 'Circle of Friends' groups.
- Recurrent bullying, cyberbullying or bullying of a more serious nature will be investigated and dealt with by the Head Teacher.

- All bullying incidents will be recorded in the School Behaviour Log by the Head Teacher. These records will build up a picture of individual children's behaviours over time and be a source of information.
- All staff will be informed to monitor the situation and provide extra support and reassurance for the victim.
- Appropriate sanctions will be used in consultation with the pupils, staff and parents

Children who have been bullied

Pupils who have been bullied will be supported by:

- Being offered the immediate opportunity to discuss their experience with their class teacher, a member of the support staff or Head Teacher
- The child will be offered continuous support until the matter is resolved
- School will work hard to restore the self-esteem and confidence of the child involved
- Help the child to see that adults are people who can be trusted to deal with incidents fairly and consistently
- Maintain and follow up support to ensure that issues are not resurfacing

Pupils who have bullied

Children who have bullied will be supported by:

- Being given the opportunity to discuss what has happened.
- Discovering why the child became involved.
- Establishing their wrong doing and the need to change.
- Involving a Behaviour Consultant or other outside agencies if appropriate.
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- Working with the parents or carers to help change the attitude of the pupil.

The following sanctions and disciplinary steps can be taken:

- Official warning to cease the offending.
- Implementation of a Behaviour Plan.
- Detention.
- Exclusion from areas of the school grounds or building.
- Minor fixed-term exclusion.
- Permanent exclusion.

Parental Involvement

The parents of victims and perpetrators of bullying will be informed of serious incidents or incidents occurring over a prolonged period of time. They will be given information about action taken and asked to support the strategies proposed to tackle the problem. A senior member of staff will stay involved with both families until the matter is resolved.

Parents/carers who believe that their child is a victim of bullying should share their concerns with the School at the earliest opportunity and be prepared to work with the School to keep their child safe in the future. All concerns will be taken seriously and investigated.

Similarly, if parents believe their child is bullying others, this information should be shared with School so that the problem can be addressed and a plan agreed to prevent further incidents and support put in place for the victim and the strategies given to the bully to help them change their behaviour.

Monitoring, Evaluation and Review

The Anti-Bullying Policy must be fully implemented by all members of staff and have the full backing of parents to be effective. Parents will be informed of the expectations the school has for the behaviour of their children and the positive ways in which good behaviour is encouraged and rewarded. They will also be informed of how we will work with them if these expectations are not met.

This policy will be reviewed annually.

May 2017