



St George's Anti-Bullying Policy

(Reviewed Jan 2018)

St George's CE controlled Primary School has a zero tolerance of bullying behaviour and recognises its responsibility to educate and protect children from this. We recognise that this is not part of childhood or growing up and has lifelong consequences for many people, affecting their emotional development and well-being. Bullying is included in safeguarding arrangements and procedures in the category of peer on peer abuse, (Keeping Children Safe in Education, Sept 2018)

Aims

The staff, pupils and parents of St George's are committed to ensuring that pupils' right to learn in a supportive, caring and safe environment is not compromised by fears of being bullied. Bullying can have serious consequences and children who are fearful because they are the victim of bullying are unable to enjoy school or to achieve their potential. For this reason, the school is committed to ensuring that bullying is eradicated and takes active steps to safeguard pupils against it. The school believes that bullying is anti-social behaviour, and is unacceptable. The school keeps a log of bullying incidents under its Safeguarding procedures.

We recognise that all individuals are capable of bullying behaviour, and that any child may be involved in bullying behaviour at some time during the Primary years, or be a victim of bullying behaviour. There is no stereotype for aggressor or victim. Children may be bullied for all sorts of reasons, or no reason. For this reason, bullying behaviour will be discussed with pupils on an annual basis as part of PHSE education and events like Friendship Week. Children will be taught what constitutes bullying, what steps they can take to keep themselves safe, and what to do if they are being bullied, or know of another child who is being

bullied. They are taught to recognise bullying behaviour in their own actions, and how it affects others.

Identification/ Definition

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves.

Bullying is not an occasional 'one-off' incident arising from children falling out, even though such incidents may include unacceptable behaviours. In these cases, teachers will address these issues by usual behaviour management procedures. They may result in parents being invited into school to discuss their child's behaviour and sanctions applied.

Types of Bullying Behaviour

Any behaviour towards another which is unwanted, unacceptable, threatening, intimidating and makes the person receiving such attention unhappy or fearful may be the start of bullying behaviour. There are accepted categories which include:

Physical

Any physical contact including hitting, kicking, theft, hurting, touching, barging, pushing, tripping, 'play' fights.

Verbal

All name calling which may include; teasing, put-downs, 'banter' abusive language, personal remarks discriminatory comments and language regarding disability, gender, sexual orientation, derogatory comments regarding home circumstances or background. or homophobic language

Emotional/Indirect

Spreading rumours, excluding them from social groups/play, sharing 'jokes' at their expense, laughing at them, taunting, isolating.

Intimidation and threats

This may include physical threats, emotional threats to hurt family, friends or pets; staring; inciting others, or being part of a group with the purpose to intimidate another.

Cyber bullying

This includes using electronic media (texting, email, social network sites, internet, camera & video facilities) and may be anonymous.

Sexual Harassment

This includes unwanted physical contact or sexually abusive comments

Racist

This includes taunts, graffiti or gestures concerning race, ethnicity, colour, beliefs/religion or culture.

Homophobic

This includes comments/gesture because of, or focusing on the issue of sexuality of the child or family member/friend.

Recognising when a child is being bullied

Changes in a child's behaviour usually signals that something is wrong and bullying should be considered. The child may become shy and nervous, feign illness, take unusual absences or cling to adults. There may be changes in work patterns, lacking concentration or a reluctance to go out at break or lunch. Children may avoid the bully or try to curry favour, or to 'belong' to the group in an effort to deal with the situation.

The Curriculum

As part of anti-bullying work, children are taught about relationships from Reception through PHSE and across the curriculum. . This includes work on 'good' relationships and bad ones, friendship and types of positive and negative behaviour.

Anti-bullying work is reinforced through initiatives like Friendship Week.

Children are taught what to do if they are being bullied and how to report bullying. All classes have a 'worry box' and TAs and support staff are aware of their role in bullying as part of safeguarding.

As they get older, children review the Anti Bullying policy as part of their work on relationships, and rights and responsibilities.

Positive Play is a support service in the school.

Responsibility

A part of safe-guarding arrangements, it is the responsibility of all staff to ensure that children feel safe in school and are not subjected to bullying. Staff should be alert to all signs of bullying and act promptly. Pupils are encouraged to report bullying and any report is taken seriously and investigated. Teachers have a responsibility to ensure that all children are taught codes of acceptable behaviour and those which are not. The Headteacher is responsible for ensuring that this policy is enforced. The governors are responsible for ensuring that the school has an effective Anti-Bullying policy in place.

Recording Bullying Incidents

The school is required to keep a record of bullying incidents as part of safeguarding arrangements. Incidents and actions taken are recorded in a log kept in the Headteachers Office. This log forms part of the OFSTED inspection. of the school.

Procedures

- If bullying is reported, the incident will be dealt with immediately by the member of staff who has been approached. The member of staff will reassure the child and inform the class teacher. The class teacher will report concerns to the Headteacher or most senior teacher. The Headteacher and class teacher will decide the most appropriate action and the report will be logged.

Where unreported bullying is suspected, the teacher will report concerns to the Headteacher or senior teacher and take steps to investigate. This may include talking to the child and/or parent to agree a course of action.

- The most appropriate adult will speak with the child/children about their actions and how others are affected. This is often sufficient if children understand their actions and the consequences for others.
- The teacher will be vigilant in monitoring the situation over the following weeks by checking with the victim and/or parents that the bullying has ceased.

If the bullying continues, or it is more serious, the teacher will inform the Headteacher or most senior teacher, and the course of further actions to be taken will be agreed. Parents of all children involved will be informed of actions agreed and the school will work with parents and children to affect a change in behaviours. These will include:

- official warnings to cease
- withdrawal of privileges
- exclusion from certain areas of school premises
- as a last resort, fixed term or permanent exclusion

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher/ Head Teacher
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence. This may include Positive Play.

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 or guardians to help change the attitude of the pupil.

Monitoring, Evaluation and Review

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school and on the web site.