



**Policy:** Policy for Anti-Bullying  
**Reviewed:** September 2018  
**Next Review:** September 2019  
**Responsibility:** Headteacher & SLT  
**Category:** Safeguarding Policies

St Philip's Church of England Primary School

## Policy for Anti-Bullying

### Statement of Safeguarding Children

At St Philip's Church of England Primary School, our school community has a duty to safeguard and promote the welfare of children who are our pupils. This means that we have a Safeguarding Children and Child Protection Policy and Procedures in place which we refer to in our prospectus. All staff including our volunteers and supply staff must ensure that they are aware of our procedures. Parents and carers are welcome to read these on request.

Sometimes we may need to share information and work in partnership with other agencies when there are concerns about a child's welfare. We will always ensure that our concerns about our pupils are discussed with their parents/carers first unless we have reason to believe that this is not in the child's best interests.

Our Designated Child Protection Officer is: Mrs Kathryn Ellidge, our Headteacher

### Mission Statement

*We love to learn. We learn to love. With Christ as our Guide we love and learn together". Guide our children to prepare them for life; Respect themselves and one another; Aspire to achieve their highest potential; Care for the local and wider community; Every child is special in God's eyes.*

At Nelson St Philip's CE Primary School we aim to provide a caring and secure environment for all of our school family.

### **Definition of bullying**

Bullying is behaviour which **deliberately** makes another person feel uncomfortable, distressed or threatened and is **repeated** over time. It can make those being bullied feel powerless to defend themselves.

### **Why are we against bullying?**

We firmly believe in the principles of the "Every Child Matters" agenda and we acknowledge that:

- everyone has the right to feel welcome, secure and happy
- we should treat everyone with consideration
- it is important to tell someone if bullying is taking place
- if bullying happens, it will be dealt with quickly and effectively
- bullying of any kind is unacceptable in our school



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### **Types of bullying**

- Emotional – e.g. being unfriendly, excluding, tormenting, threatening behaviour
- Verbal – e.g. name calling, sarcasm, spreading rumours, teasing
- Physical – e.g. pushing, kicking, hitting, punching or any use of violence
- Extortion – e.g. demanding money / goods with threats
- Cyber – e.g. misuse of all areas of technology to cause harm
- Racist – e.g. racial taunts, graffiti, gestures
- Sexual – e.g. unwanted physical contact, sexually abusive comments
- Homophobic – e.g. because of or focusing on the issue of sexuality

### **Signs and symptoms of bullying**

A person may indicate by signs or behaviours that they are being bullied. A list of possible signs is included in Appendix A.

### **Causes of bullying**

People bully for different reasons. Often it is to do with gaining power over someone else, or “looking good” in front of other people.

### **Preventing bullying**

Our whole school family has a responsibility to foster a clear understanding of what bullying is and that is not acceptable in any form. At Nelson St Philip’s CE Primary School we do this by:

- developing and reviewing an effective anti-bullying policy and practice
- building positive relationships so that all children feel safe to share concerns with an adult in school
- providing regular staff development work
- planning regular work, through the PSHE / SEAL curriculum, which develops empathy and emotional intelligence
- planning in regular work which focuses on the themes of anti-bullying e.g. activities during the Anti-bullying Week
- planning in regular work on Online-Safety through the ICT curriculum

### **Responding to bullying**

It is important to respond promptly and effectively to reported incidents of bullying. No-one deserves to be a victim of bullying and everybody has the right to feel happy and safe in school. Cyber bullying is particularly invasive as mobile devices mean that children may experience this wherever they have access to the internet.

We will respond to bullying by:

- treating seriously any reported incidents
- recording any concerns
- having in place a detailed procedure for dealing with reported incidents of bullying (see Appendix B)
- following up incidents after a set period of time



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- keeping records whilst the child remains at the school

Please also see the school's Behaviour Policy.

### **Support agencies**

There are a number of agencies who can support the teaching of the anti-bullying theme in school and who can offer support to staff and children.

A list is included in Appendix E.

### **Monitoring and review**

It is the responsibility of the Head Teacher to monitor the day-to-day implementation of this policy.



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## **Appendix A**

### **Possible Signs and Symptoms of Bullying**

The child:

- is frightened of walking to / from school
- changes route to school – asks to be driven instead of walking
- makes changes to their usual routine
- is unwilling to come to school
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- becomes aggressive, abusive, disruptive or unreasonable
- starts to stammer
- threatens or attempts suicide
- threatens or attempts to self harm
- threatens or attempts to run away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- performance in school work begins to drop
- comes home with clothes torn, property damaged or “missing”
- asks for money or starts stealing money
- has dinner or other monies continually “lost”
- has unexplained cuts or bruises
- comes home “starving”
- bullies others
- has changes in eating habits
- is frightened to say what is wrong
- is afraid to use the internet or mobile phone
- is nervous or jumpy when a cyber message is received
- gives an improbable excuse for their behaviour



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## **Appendix B**

### **Procedure for dealing with reported incidents of bullying**

1. Initially, any incidents of bullying should be reported to the child's class teacher.
2. The "victim" will meet with the class teacher who will note down the alleged incidents.
3. The class teacher will meet with the "perpetrator" and discuss the incidents and note down the response.
4. If appropriate, the "victim" and "perpetrator" will meet jointly with the class teacher to discuss possible ways forward.
5. Details of the alleged incidents, together with a summary of the discussions, are recorded on the form Appendix C.
6. Parents of both parties will be informed by the class teacher.
7. The situation will be reviewed by the class teacher after a week and then after a month.
8. Details of this review will be recorded on the form in Appendix C.
9. The forms in Appendix C will be passed to the head teacher and stored in the head teacher's room.
10. If the incidents continue or worsen, the head teacher will then interview all parties (a summary will be recorded on the form in Appendix D).
11. The head teacher will meet with parents and agree actions to be taken (recorded on the form in Appendix D).
12. The head teacher will review the situation after a week and then after a month.
13. Details of the review will be recorded on the form in Appendix D.
14. Incidents of bullying will be reported to the Governing Body on a termly basis.



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### Appendix C

#### Initial Record of Alleged Incidents of Bullying

Incidents Reported by \_\_\_\_\_ to \_\_\_\_\_

Date \_\_\_\_\_

|  |
|--|
| Details of alleged incidents                             |
| Discussion with "victim" (date: _____ )                  |
| Discussion with "perpetrator" (date: _____ )             |
| Outcomes / agreed actions (date: _____ )                 |
| Date parents informed:<br>Victim _____ Perpetrator _____ |
| Review after 1 week (date: _____ )                       |
| Review after 1 month (date: _____ )                      |

Date form received by head teacher \_\_\_\_\_ Ref. No: \_\_\_\_\_

Head teacher's comment



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## Appendix D

### Further Record of Alleged Incidents of Bullying

Reference Number: \_\_\_\_\_

Date: \_\_\_\_\_

|  |
|--|
| Additional details not included on initial record                                |
| Discussion with "victim" (date: _____ )  |
| Discussion with "perpetrator" (date: _____ )                                     |
| Outcomes / agreed actions from meeting with victim's parents (date: _____ )      |
| Outcomes / agreed actions from meeting with perpetrator's parents (date: _____ ) |
| Review after 1 week (date: _____ )   |
| Review after 1 month (date: _____ )  |

Further comments: (date: \_\_\_\_\_ )



## Appendix E

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### Support Agencies

Local Authority Education Health and Wellbeing Team      01257 226900

Anti – bullying alliance      [www.antibullyingalliance.org.uk](http://www.antibullyingalliance.org.uk)

Kidscape      [www.kidscape.org.uk](http://www.kidscape.org.uk)      020773 3300

Childline      [www.childline.org.uk](http://www.childline.org.uk)      08000 11 11

Bullying online      [www.bullying.co.uk](http://www.bullying.co.uk)

Parentline plus      [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)      0808 800 2222

Parents against bullying      01928 576152

#### Useful sources of information

<http://www.net-aware.org.uk>

[www.stonewall.org.uk](http://www.stonewall.org.uk)

[http://www.lancsngfl.ac.uk/lsec/index.php?category\\_id=33](http://www.lancsngfl.ac.uk/lsec/index.php?category_id=33)