

St Barnabas and St Philip's CE Primary School



Anti-Bullying Policy

Date	September 2020
Date for Review	September 2021

St Barnabas and St Philip's Church of England Primary School - Anti-Bullying Policy

This policy was updated and reviewed by the staff in autumn 2020. It will be updated and reviewed in autumn 2021.

Statement of Intent

All members of the school community have the right to be safe and happy in school, and to be protected from those who threaten them.

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is not acceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school – anyone who knows that bullying is happening is expected to tell the staff.

It is very important that all people know and believe that they will be listened to, and that action will be taken that improves the situation for the person who is experiencing the bullying behaviour and other people who are involved.

Monitoring

The school will undertake termly monitoring of the Anti-Bullying Log and the Behaviour Folders to establish an overview of all types of Bullying and behaviour incident that may be linked with bullying. This data will identify the number, location and type of Bullying incidents occurring within the school. Analysis of this data will be used by the school to review current practice with the aim of minimising the occurrence of Bullying incidents and to allow the impact of any changes to be monitored.

Review

An annual review of the Anti-Bullying policy will be undertaken at the beginning of September and monitoring data will be used to inform the review and revision of the Anti-Bullying policy.

The Headteacher and staff will review this policy in September 2021.

Language Use

The terminology used throughout this policy and by all staff when dealing with incidents of bullying is as follows:

- Person (or child) who is bullied (**not 'victim'**)
- Witness or bystander
- Person doing the bullying/using the bullying behaviour (**not 'the bully'**)

What is Bullying?

In most definitions of bullying, there are three key characteristics. These are that bullying is:

- **ongoing** (it is not the same as conflict between two equals or random unprovoked aggressive acts);
- **deliberate**;

- **unequal** – it involves a power imbalance (this can result from size, number, higher status or as a result of having access to limited resources).

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

In other words, bullying at St Barnabas & St Philip's School is considered to be, "unacceptable behaviour which occurs 'lots of times, on purpose'."

Bullying can be short term or continuous over long periods of time.

Bullying can be:

Emotional - being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)

Physical - pushing, kicking, biting, hitting, punching or any use of violence

Racial - racial taunts, graffiti, gestures

Sexual - unwanted physical contact or sexually abusive comments

Homophobic - because of, or focussing on the issue of sexuality

Direct or indirect Verbal - name-calling, sarcasm, spreading rumours, teasing

Cyber bullying - All areas of internet, such as email and internet chat Twitter, Facebook misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities, Ipad, games consoles.

Please see the school's [E-Safety Policy](#) and the school's [Behaviour Policy](#) for further information.

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including 'Young carers' and poverty
- Sexual orientation, sexism, or sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

As a school we are committed to tackle bullying on two levels – the preventative level and the reactive level

Aspects of the School's Preventative approach to tackling bullying at the school include:

- the school commits itself to working with all pupils, parents and members of staff to ensure that everyone understands their role in dealing with incidents of bullying;
- ongoing spiral anti-bullying curriculum through PSHE and Citizenship, Sex and Relationships Policy, Equal Opportunities policy, circle time, regular collective worship and a positive behaviour management policy in which staff challenge stereotypes relating to gender, marital status, religion, colour, race, ethnicity, class, sexual orientation, disability and age;

- all staff, governors, pupils and parents will have an understanding of bullying from the school's anti-bullying resources;
- use of the School Council to provide a forum for concerns about classroom and playground behaviour issues. Representatives from the KS2 Classes are voted onto the Student Council by their class peers.

Aspects of the School's Reactive approach to tackling bullying at the school include:

Our reactive approach to all types of bullying are:

Swift, Proportionate, Discreet, Influential and Effective.

- clear procedures for revealing/reporting bullying incidents – encouragement for people to tell with confidence that it will make things better;
- collecting evidence and recording incidents by active listening – collective responsibility from all staff to be committed to spend appropriate time to listen, investigate and record information regarding bullying incidents;
- actions – the school will respond to bullying incidents with a variety of actions taking into account factors including the age of the pupils, the nature of and the frequency of the bullying incident(s) – actions could include providing support and counselling for the pupils involved including mediation between the parties, informing and working with parents and administering an appropriate range of sanctions – e.g. missing break times, exclusion from the classroom or specific activities, being requested to undertake periods of reflection and in extremely serious situations exclusion from the school;
- Staff are advised to discuss with the HT or DHT any incidents regarding bullying and guidance will be offered by the HT or DHT with regard to communicating effectively with parents regarding incidents of this nature.
- Staff are to be encouraged to use mediation between parties where appropriate and to ensure that this is done as soon as practicable.
- Staff are to be advised to use verbal and/or written apologies where appropriate. This process has proved to be useful in some cases of bullying both for the person who is bullied and also to the person using the bullying behaviour.
- support and learning opportunities – at the school we are committed to providing all elements of the school community with the necessary support and learning opportunities to ensure that we promote positive behaviour for everyone.

Advice to Pupils

- Bullying can happen to anyone
- There are lots of different sorts of bullying – none are OK.
- The seriousness of any bullying can only be judged by its effect on the person experiencing the bullying.
- People who use bullying behaviour only get away with it where there is silence and fear.

- We want this school to be a ‘telling’ school, where people who use bullying behaviour will not be allowed to get away with it. Their actions will not be accepted and they will be found out because people tell.
- We want people to tell a trusted adult e.g. parent, carer, teacher, teacher assistant or mid-day supervisor, if they are being bullied and we want them to tell a trusted adult if they see bullying taking place. Also, we want everyone to make it known to people who use bullying behaviours that they disapprove of their actions.

What you can do if you know someone is being bullied

- When you see someone being bullied or sad, please do something. Watching and doing nothing can suggest that you support the person doing the bullying
- Tell the person doing the bullying to stop, or if you don’t want to get directly involved yourself, leave the scene immediately and tell a member of staff
- Do not tolerate bullying behaviours in your friendship or social groups, people will stop bullying if they are made aware that their friends think that they are acting inappropriately.
- You must tell a member of staff and your parent/carer.

What to do if you are being bullied

- Tell a member of staff and/or your parent/carer
- Accept the help of other people to make the bullying stop
- Don’t retaliate back, it could make matters worse. Get friends to support you in seeking help from an adult.
- Try to remember it’s not your fault; you are not to blame the problem lies with the person doing the bullying.

St Barnabas and St Philip’s Church of England Primary School Charter

- I have a right to be treated with respect and kindness. This means that nobody will laugh at me, ignore me, or hurt my feelings.
- I have a right to be an individual in school. This means that nobody will treat me unfairly because I am different to them in terms of age, race, religion, colour, ethnicity, class, gender, ability/disability, size and appearance.
- I have a right to be safe in school. This means no one will hit me, kick me, push me, taunt me with words, threaten me or hurt me in any way.
- I have a right to learn and develop confidently in school. This means that I will be free to express my feelings and opinions and that they will be heard without fear of being interrupted or picked on.
- I have a right to be valued and respected for my individual strengths and weaknesses.
- I have a right to be a respected member of the school community. This means I will always be included and welcomed in whatever group I am in, whatever activity I am doing.

- I have the right to tell a trusted adult about things that worry me and a right to expect that they will respond appropriately.

What can staff do?

- Set an example of good relationships
- Be calmly assertive and have effective aggression control ourselves
- Make clear that aggression is unacceptable and intervene early.
- Be firm, fair and consistent.
- Demonstrate caring, empathetic and respectful behaviour.
- Watch for signs of distress in people that might be associated with a person who is being bullied.
- If a person tells you they are being bullied, please be sympathetic, listen carefully and make a record of the reported incident(s), they will probably have chosen you because they trust you.
- Offer the person support and help by putting the school's procedures into operation, which includes alerting a senior manager who will record the details of the incident in the School Bullying Log.

Advice for Parents

- Discovering that a child is, or has been bullied or is engaged in bullying is very upsetting
- This school policy should reassure you that the school is confident that it can successfully deal with incidents involving bullying
- You should trust the school to support your child and to deal with any bullying situation, and make the bullying stop
- Please tell your child's Class Teacher, Deputy Headteacher or Headteacher at the earliest opportunity if your child is being bullied or if you suspect they are being bullied.
- The school needs to know if bullying is taking place
- Bullying is unlikely to stop without the intervention of parents/carers and school staff working together.
- If a child tells an adult they are being bullied it means they want it to stop
- Sometimes a child will go to extreme lengths to avoid telling anyone that they are being bullied, but there may be other signs.
- If your child has been bullied they need to be reassured that they have done the right thing in telling.
- Encourage your child to feel comfortable talking to you about the issues as this will allow you to assess more clearly the seriousness of the situation.

- Your child needs to be reminded that it is not their fault. The person doing the bullying is the person with the more serious problem.
- Stress that difference and variety is something to be proud of.
- Give their self-esteem a boost by reminding them of their strengths, talents and skills.
- It is natural for a parent to be angry in these circumstances, but you should not confront the person doing the bullying or the parents of the people involved. This usually creates more complications and does not help your child. We ask you to trust the school to contact the parents of the children involved.
- Always try to include your child in decisions about the course of action you wish to take.
- Some bullying incidents are more complicated than one child's version may indicate. Bullying situations are best resolved by taking a calm, measured approach that ensures a positive outcome.