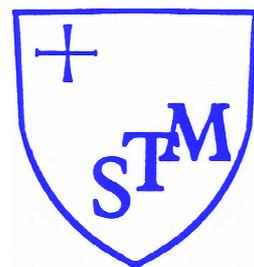


St Martin's C of E Primary School



Anti Bullying Policy

At St Martins C of E Primary School we are committed to providing a safe, caring, friendly and warm environment for all our children so that they can learn and play while feeling relaxed and secure.

Bullying of any kind is unacceptable and will not be tolerated in our school. We take incidents of bullying very seriously. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect and pupils who are bullying others need to learn different ways of behaving.

At St Martins C of E Primary School, we acknowledge that bullying does happen from time to time, it would be unrealistic to claim that it does not. When bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with our anti bullying policy. We are a TELLING school. This means that *anyone* who knows that bullying is happening is expected to tell staff.

Aims and Objectives of this Policy

The aim of this policy is to try to prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work. All members of the school have a responsibility to recognize bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- The school will meet the legal requirement for all schools to have an anti bullying policy in place.
- The school will work closely with other professional agencies to ensure that children stay safe as stated in The Children Act 1989, The SEN and Disability Act 2001, The Government Green Paper ' Every Child Matters' 2003 (outcome 2) and The Children Act 2004.
- All governors, teaching and non – teaching staff, pupils and parents / guardians will have an understanding of what bullying is.
- All governors, teaching and non – teaching staff will know what the school policy is on bullying and what they can do if bullying occurs.
- Pupils and parents / guardians will be assured that they will be supported when bullying is reported.
- Whole school initiatives (staff training, praise assemblies etc) and proactive teaching strategies (PSHE lessons, circle time etc) will be used throughout the school to reduce the opportunities for bullying to occur.

- A positive, caring ethos will be created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

What Is Bullying?

School Council members at St Martins led Class Councils in Year groups where the question 'What is bullying?' was asked. The school has adopted the following collaborative definition of bullying which is our shared understanding of what bullying is:

'Threatening behaviour that happens several times on purpose (STOP). Bullying can be physical or emotional and is upsetting, worrying, frightening and hurtful to people.'

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures), ridicule, humiliation
- Direct or indirect verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- Physical pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- Racist racial taunts, graffiti, gestures, making fun of culture and religion
- Sexual unwanted physical contact or sexually abusive or sexist comments Homophobic because of/or focusing on the issue of sexuality
- Online/cyber setting up 'hate websites', sending offensive text messages, emails, abusing the victims via their mobile phones, internet chat room misuse and misuse of associated technology for example camera and video facilities, games consoles etc
- Any unfavorable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

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. It is bullying 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, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Where does bullying happen?

It can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall and in the playground. It can happen on the internet or on mobile

phones. This is called 'Cyber Bullying'. Bullying may also happen on the way to and from school. In such cases, the Head teacher is empowered by law to deal with such incidents but will do so in accordance with the school's policy. At St Martins C of E Primary School, we are concerned with our children's conduct and welfare outside as well as inside school and we will do what we can to address any bullying issues that occur off the school premises. The following steps may be taken:

- Talk to the local Community Police Officer about problems on the streets.
- Talk to the Head Teachers of other schools whose children may be involved in bullying off the premises.
- Discuss coping strategies with parents.
- Talk to the children about how to handle or avoid bullying outside the school premises.

Signs and Symptoms

A child may indicate, by different signs or behaviours, that he or she is being bullied.

Adults should be aware of these possible signs and investigate further if a child:

- is frightened of walking to or from school
- doesn't want to go on the school bus /in the taxi
- begs to be driven to school
- changes their usual routine/route to school
- begins truanting
- becomes withdrawn, anxious or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to under perform in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay the bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/snack/sandwiches have been stolen)
- becomes aggressive, disruptive or unreasonable
- starts swearing or using aggressive language for no apparent reason
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviors could indicate other problems, but bullying should be considered a possibility and should be taken seriously and investigated as soon as possible.

What can you do if you are being bullied?

Wherever you are in school, you have the right to feel safe. Nobody has the right to make you feel unhappy. If someone is bullying you, it is important to remember that it is not your fault and there are people who can help you.

Some useful strategies are listed below:

- Try not to let the bully know that he/she is making you feel upset.
- Try to ignore them.
- Be assertive - stand up to them, look at them directly in the eye, tell them to stop and mean it.
- Stay in a group, bullies usually pick on individuals.
- Get away as quickly as you can.
- Tell someone you can trust – it can be a teacher, a teaching assistant, a midday supervisor, a parent, a carer, a friend, a brother, a sister or a relative.
- If you are scared, ask a friend to go with you when you tell someone.
- If you don't feel you can talk to someone about it, write it down and hand it to them.
- When you tell an adult about the bullying give them as many facts as you can (What? Who? Where? When? Why? How?)
- Keep a diary of what's been happening and refer to it when you tell someone.
- Keep on speaking out until someone listens and helps you.
- Never be afraid to do something about it and quick.
- Don't suffer in silence.
- Don't blame yourself for what is happening.
- Call a helpline.

What can you do if you see someone else being bullied? (The role of the bystander)

Ignoring bullying is cowardly and unfair to the victim. Staying silent means the bully has won and gives them more power. There are ways you can help without putting yourself in danger. The children have also discussed this question in class and some of the strategies they suggested are listed below:

- Don't smile or laugh at the situation.
- Don't rush over and take the bully on yourself.
- Don't be made to join in.
- If safe to do so, encourage the bully to stop bullying.
- If you can, let the bully know you do not like his or her behaviour.

- Shout for help.
- Let the victim(s) know that you are going to get help.
- Tell a member of staff as soon as you can.
- Try and befriend the person being bullied.
- Encourage the person to talk to someone and get help.
- Ask someone you trust about what to do.
- If you don't feel you can talk to someone about it, write it down and give it to them.
- Call a helpline for some advice.

What should Parents do if they feel their child is being bullied?

Any parent contacting the school concerned with bullying will be taken seriously. The first point of contact should be the child's class teacher. The class teacher will:

- Recognise that the parent may be angry or upset
- Keep an open mind – bullying can be difficult to detect, so a lack of staff awareness does not mean that no bullying has occurred.
- Remain calm and understanding
- Make it clear that the school does care and that appropriate action will be taken.
- Explain the agreed school procedures and policy and ensure these are followed – including reporting the incident to the Head teacher.

In the unlikely event that a parent does not feel that the situation has been dealt with adequately by the class teacher then the next step would be to contact the Head teacher.

Procedures for staff - reporting and responding to bullying incidents:

All staff will respond calmly and consistently to all allegations and incidents of bullying at St Martins C of E Primary School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The following procedures will be actioned where appropriate for reporting and responding to bullying allegations or incidents:

- Appropriate advice will be given to help the victim (s).
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.
- Staff will attempt to adopt a problem solving approach which will move children in from them having to justify their behaviour.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.

- Staff will reinforce to the bully that their behaviour is unacceptable.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.
- If possible, the pupils will be reconciled.
- An attempt will be made, and support given, to help the bully (bullies) understand and change his / her / their behaviour.
- In cases of serious bullying, the incidents will be recorded by staff on the standard Incident Report Sheet. All reports will be kept in a file in the Head teachers' office.
- Parents will be informed and will be invited to come in to school for a meeting to discuss the problem.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Bullying incidents will be discussed regularly at staff meetings.
- School will report any serious incidents to the Governing Body.
- If necessary and appropriate, the Child Protection Officer in school, Social Services or the police will be consulted.
- SLT are responsible for coordinating the recording and reporting of incidents

The following sanctions may be used:

The bully / bullies will be asked to:

- Apologise to the victim(s) verbally or in writing
- Lose privileges
- Lose playtimes (stay with class teacher, write lines or do extra work)
- Spend playtimes and lunchtimes with an adult
- Parents will be invited in to school
- Go on 'report'
- Lose house points
- Report to the Head teacher or Deputy Head teacher
- Be withdrawn from participation in school visit, clubs and events not essential to the curriculum
- Fixed term exclusion
- Permanent exclusion

Strategies for the prevention and reduction of bullying

Whole school initiatives and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur.

These can include:

- Recorded information will be used to track and monitor school incidents
- Involving the whole school community in writing and reviewing the policy.

- Undertaking regular questionnaires and surveys to monitor the extent of bullying in the school and the effectiveness of the anti-bullying policy.
- Producing a 'child speak' version of the policy for the children.
- Each class agreeing on their own set of class rules.
- Assembly themes.
- Make national anti-bullying week a high profile event each year.
- Raise awareness through regular anti-bullying assemblies.
- Playground supervision rotas ensure that staff are on duty and can ensure that any incidents can be reported and dealt with according to policy and procedure.
- Lunchtime supervisors also ensure that incidents are effectively reported to class teacher and SLT if appropriate. Details are also recorded during the lunch time period.
- PHSE (Personal, Health & Social Education) scheme of work from Reception to Year 6 used to support this policy.
- Circle time on bullying issues.
- Using drama activities and role-plays to help children be more assertive and teach them strategies to help them deal with bullying situations.
- Prominently displaying anti-bullying posters produced by the children around the school.
- Using praise and rewards to reinforce good behavior.
- Encouraging the whole school community to model appropriate behaviour towards one another.
- Organising regular anti-bullying training for all staff.

Children are involved in the prevention of bullying.

Monitoring and evaluation of the policy

This policy will be effective if:

- It ensures that incidents are dealt with appropriately
- Incidents are reduced
- Staff and children know the processes and protocols

To ensure this policy is effective, it will be regularly monitored and evaluated, through a range of methods including:

- Checking incident report forms
- Talking with pupils e.g. during PSHE lessons
- Play ground observations
- Small group interview
- School Council

Following an annual review any amendments will be made to the policy and every one informed. An annual report will then be issued to governors and parents and the policy will be distributed to all parents.

Sources of further information, support and help

There is a vast amount of information and guidance available about bullying that can provide a wide range of support and help. The following list is just a small selection of the support available that teachers, parents and children have found useful.

Name of Organisation	Telephone Number	Website
Act Against Bullying	0845 230 2560	www.actagainstbullying.com
Advisory Centre for Education	0300 0115 142	www.ace-ed.org.uk
Anti - bully	Not available	www.antibully.org.uk
Anti Bullying Alliance (ABA)	Not available	www.antibullyingalliance.org.uk
Anti-bullying Network	Not available	www.antibullying.net
Bullying Online	0808 800 2222	www.bullying.co.uk
Childline	0800 1111 (helpline for children)	www.childline.org.uk
Kidscape	0207 7730 3300 (general enquiry number)	www.kidscape.org.uk
NSPCC	0808 800 5000	www.nspcc.org.uk
Parentline Plus	0808 800 2222	www.parentlineplus.org.uk

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