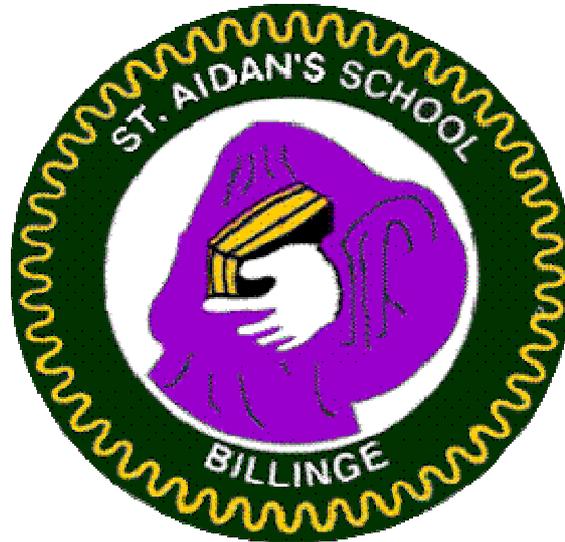


St Aidan's C of E Primary



Anti Bullying Policy

'Small enough to care, big enough to
inspire-let your light shine'

Revised June 2017

Principles and Values

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff or pupil, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child be able to benefit from the opportunities available in school.

Why is an anti bullying policy necessary?

At St Aidan's Primary School we believe that our pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied.

All institutions, both large and small, contain numbers of pupils with the potential for bullying behaviour. If a school is well disciplined and organised, it can minimise the occurrence of bullying. The School has a clear PSHE program called 'Kidsafe', where it is made clear that bullying is a form of anti social behaviour. It is **wrong** and will not be tolerated. It is important therefore that the School has a clear written policy to promote this belief, where both pupils and parents/guardians are fully aware that any bullying complaints will be dealt with firmly, fairly and promptly.

What is bullying?

We define bullying as a form of behaviour that is deliberate and hurtful and causes distress, upset or physical injury to another individual on more than one occasion. Such actions may continue for weeks, months or even years. These actions may be verbal or physical, hinder academic progress, encourage truancy and make pupils' lives unhappy.

It is usually difficult for those being bullied to defend themselves against an abuse of power and a desire to intimate and dominate.

Bullying behaviour can be subtle and is essentially a covert activity witnessed by children and not adults.

Bullying can occur through several types of anti-social behaviour. It can be:

a) PHYSICAL

A child can be physically punched, kicked, hit, spat at etc

b) VERBAL

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability or personality etc

c) EXCLUSION

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends

d) DAMAGE TO PROPERTY OR THEFT

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hand over property to them

e) INDIRECT (PSYCHOLOGICAL)

- Spreading nasty rumours
- Excluding someone from groups
- Moving away as a person approaches
- Leaving/passing notes
- Failure to speak to acknowledge a person
- 'The look'

f) CYBER BULLYING

Cyber bullying is the use of mobile phones, instant messaging, e-mail, chat rooms or social networking sites such as Facebook and Twitter, Snap Chat, WhatsApp and Instagram to harass, threaten or intimidate someone.

Cyberbullying is often done by children, who have increasingly early access to these technologies. The problem is compounded by the fact that a bully can hide behind an electronic veil, disguising his or her true identity. The secrecy makes it difficult to trace the source and encourages bullies to behave more aggressively than they might face to face.

WHAT CAN YOU DO IF YOU ARE BEING BULLIED?

Remember silence is the bully's greatest weapon!

- a) Tell yourself that you do not deserve to be bullied, and that it is **WRONG!**
- b) Be proud of who you are. It is good to be individual.
- c) Try not to show that you are upset. It is hard but a bully thrives on **someone's fear.**
- d) Stay with a group of friends/people. There is safety in numbers.
- e) Be assertive-shout "No!" Walk confidently away. Go straight to a teacher, member of staff or a peer listener.
- f) If you are worried about talking to a member of staff ask your teacher to make an appointment for you to see the school counsellor, Jeanette.
- g) Fighting back may make things worse. If you decide to fight back, talk to a teacher or parent/guardian first.
- h) Generally is it best to tell an adult you trust straight away. You will get immediate support. Don't forget you can fill in one of the anti bullying leaflets if you prefer, this allows you to identify which member of staff you would prefer to talk to.

Staff will take you seriously and deal with bullies in a way which will end the bullying and will not make things worse for you.

IF YOU KNOW SOMEONE IS BEING BULLIED

- a) **TAKE ACTION!** Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult **IMMEDIATELY.** Teachers/staff have ways of dealing with the bully without you getting into trouble.
- c) Speak to one of the peer listeners
- d) Do not be, or pretend to be, friends with a bully,

AS A PARENT

- a) Look for unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete their work to their normal standard.

- b) Always take an active role in your child's education. Enquire how their day has gone, who have they spent their time with, how lunch was spent etc
- c) If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
- d) It is important that you advise your child not to fight back. It can make matters worse!
- e) Tell your son or daughter that there is nothing wrong with him or her. It is not his or her fault that they are being bullied.
- f) Make sure your child is fully aware of the School policy concerning bullying, and encourage them to ask for help.

AS A SCHOOL we will

- a) Organise the school community in order to minimise opportunities for bullying, e.g. provide increased supervision during potential 'problem times'
- b) Complete the 'Kidsafe' program with all classes. This program discusses bullying and the appropriate ways to behave towards each other
- c) Deal, quickly, firmly and fairly with any complaints, involving parents where necessary.
- d) Review the School Policy and its degree of success
- e) Train peer listeners up on how to listen to their peers and take action
- f) Regularly check the 'bullying/Cyber bullying boxes to ensure no-one is asking for help'
- g) Continue to have a firm but fair discipline structure. The rules should be few, simple and easy to understand (see positive discipline policy)
- h) Not use teaching materials or equipment which give a bad or negative view of any group because of their ethnic origin, sex etc
- i) Encourage pupils to discuss how they get on with other people and to form positive attitudes towards other people. This included a review of what friendship really is
- j) Encourage pupils to treat everyone with respect
- k) Treat bullying as a serious offence and take every possible action to eradicate it from our school
- l) Use restorative justice approaches
- f) Offer counselling to victims and perpetrators if this is deemed appropriate

HATE CRIME:

A hate crime is any incident that constitutes a criminal offence that is perceived by the victim, or any other person, as being motivated by prejudice or hate. It could involve physical attack, threat of attack or verbal abuse or insult around issues such as race, faith, homophobia, transphobia or disability.

A hate incident may or may not constitute a criminal offence but is perceived by the victim, or any other person as being motivated by prejudice or hate.

If an incident appears to be a hate crime or incident, we as a school recognise the need for this to be reported to the police if appropriate and St Helens Local Authority.

ACTION TO BE TAKEN WHEN BULLYING IS SUSPECTED

If bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action will be taken:

We support the **victims** in the following ways:

- By offering them an immediate opportunity to talk about their experience with their class teacher or another adult in school, if they choose
- Inform the victims' parents/guardians
- By offering continuing support when they feel they need it
- Logging the incident
- By taking one or more of the seven disciplinary steps described below to prevent more bullying
- Offering them some restorative justice opportunities if they feel this will help
- Offering them counselling

We also discipline, yet try to help the **bullies** in the following ways:

- By talking about what happened, to discover why they became involved
- Informing the bullies' parents/guardians

- By continuing to work with the bullies in order to get rid of prejudiced attitudes as far as possible
- Offer counselling if this is deemed appropriate
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By taking one or more of the seven disciplinary steps described below to prevent more bullying

Help, support and counselling will be given as appropriate to both the victims and bullies

DISCIPLINARY STEPS

1. They will be warned officially to stop offending and will be made aware that their behaviour has been logged in the 'bullying log'
2. Informing the bullies' parents/guardians

If the bullying continues...

3. The perpetrator may be excluded from the school or playground at break/lunchtime
4. They may receive a lunchtime detention
5. They may receive an 'internal exclusion'
6. They may receive an exclusion from school for a fixed period
7. If they will not end their behaviour, they may be recommended for permanent exclusion

This policy should be read in conjunction with the positive behaviour policy

Useful Information:

We as a school follow the latest information, advice, legislation and guidance in all our work around bullying. As of October 2012 this includes:

A. Legislation

- Education Act 2002 ('Safeguarding and Promoting Welfare')
- Education and Inspections ('measures to encourage good behaviour and prevent all forms of bullying amongst pupils')
- Equality Act 2010 (Covers 8 protected characteristics. Schools as public bodies have a duty to eliminate unlawful discrimination, advance equality of opportunity and foster good relations)

B. Advice and Guidance

- Department for Education (DfE) 'Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies'
- DfE 'Behaviour and Discipline in Schools Guidance'
- DfE 'Research Use and Effectiveness of Anti-Bullying Strategies in Schools'
- DfE 'Reducing Bullying Amongst the Worst Affected'
- Ofsted Survey of Pupils' Experiences of Bullying
- Ofsted Good Practice Examples - Homophobic Bullying
- Anti-Bullying Alliance
 - Website - www.anti-bullyingalliance.org.uk
 - Self-Assessment Toolkit
 - Tackling Bullying in Schools: Mapping Approaches Literature Review
- NSPCC School Anti-Bullying Checklist

C. Key Ofsted Documents

- Framework for School Inspection
- Evaluation schedule for inspection of maintained schools and academies
- Conducting school inspections
- Grade descriptors for judgements
- Guidance grade descriptors and supplementary subject-specific guidance
- Sample self-evaluation form based on Framework
- Ofsted judgements related to bullying
 - Behaviour and safety of pupils at the school
 - Quality of leadership and management of the school