

## St Paul's CE Primary School Anti- Bullying Policy



<b>Title of Policy:</b>	<b>Anti-Bullying Policy</b>
<b>Date Policy adopted:</b>	March 24
<b>Committee:</b>	Full Governing Body
<b>Written by/Author:</b>	Head teacher, Mr. S Wright
<b>Review Cycle:</b>	Annually
<b>Review Date:</b>	March 25

### Rational

Every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour. Our approach is to build the children's self-esteem and confidence and for our approach to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents. It reflects our Christian Ethos and Values.

The children of St Paul's have produced their own Anti-Bullying poster, which is displayed around school.

### Our definition of bullying:

- Bullying is ongoing, deliberate behaviour that upsets the victim. It may be by one person or a group.
- It is behaviour that is targeted and selective.
- It can take different forms including: physical, verbal, cyber bullying, racial bullying, it can be directed towards gender, sexual orientation or disability.

### St Paul's CE Primary School Procedure:

The following is a list of actions available to staff depending on the nature of the incident. The emphasis is always on a caring, listening approach.

- Talk to the suspected victim, and any witnesses individually
- Speak to the bully and talk about what has happened, to discover why

they became involved. Make it clear that bullying is not tolerated

- Incidents of bullying are recorded in the school's my concern system
- Involve all parties together to discuss the issues
- Allow children time to sort things out
- Support & empower children to resolve the conflict & understand their role in the issues
- Establish an agreement between the children where needed
- Inform parents
- Follow up with further discussions with individuals as and when appropriate
- When necessary support children individually or together
- If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures

**Prevention & strategies to reinforce St Paul's CE Primary Policy on Anti-bullying:**

- Anti-bullying week
- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyberbullying.
- Children participate in work in class as part of PSHE
- Making use of curriculum opportunities to raise pupil awareness eg through Collective Worship, RE, cross curricular themes, drama, story writing and literature
- A whole school reward system
- Good quality role models
- Adult modelling of appropriate response to a wide range of scenarios
- Children & parents have a good knowledge of the procedure/policy
- Children have a clear understanding of their rights & responsibilities
- E-safety frequently discussed and taught
- Sports Leaders/Buddies
- Adults to deal with a situation, even if minor. Talking to the children may prevent the situation escalating.

**The role of governors**

- The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly.
- The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school's anti- bullying policy.
- If parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via Chair of Governors.

### **The role of the Head Teacher**

- It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Head Teacher ensures that all children know that bullying is unacceptable behaviour.
- The Head Teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

### **The role of all staff**

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly to prevent situations escalating.
- All adults to follow up what they have said e.g. monitoring the situation, follow up discussion etc.
- Teachers are responsible for recording of all incidents (through the myconcern system) of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the Head Teacher.
- All adults who witness an act of bullying should record it in the class green folders and inform Team Leaders/Head teacher.

- When any bullying taking place between members of a class, the teacher will deal with the issue immediately.
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

### **The role of parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children - for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriately
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully.
- Please inform school immediately and we will deal with it following the school procedures.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately. Remember incidents are confidential, do not discuss them with other parents on the playground. Speak to school staff if you have concerns.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school
- Monitor carefully the use of electronic messaging outside of school to ensure it is not being used as a starting point for bullying or it is leading to a risk for the personal safety of their child.
- If parent who is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure.

**The role of children  
(also see pupil created  
Anti Bullying Rules)**

**What Can Children Do If They Are Being Bullied?**

- Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:
- Remember that your silence is the bully's best weapon.
- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be strong inside - say "No!". Walk confidently away. Go straight to a teacher or member of staff.
- If you are getting emails, texts or messages on other electronic apps/devices or in written form that make you feel uncomfortable please save them and show them to an adult. Do not respond to them.
- Fighting back may make things worse - don't do it.
- Generally it is best to tell an adult you trust straight away. You will get immediate support.
- Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

**What do you do if You Know Someone Is Being Bullied?**

- 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.
- Tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not take direct action yourself.

**Monitoring and review**

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to governors on request about the effectiveness of the policy. This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually.

**STOP**  
**BULLYING**  
STAND UP. SPEAK OUT.

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## Anti-Bullying Rules

- **Speak out** and be **honest!**
- **Tell a trusted adult**
- **Be Kind** and do not **hurt others**
- **Show respect to everyone**



be a friend

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