

ST MARY'S CE (A) FIRST SCHOOL ANTI-BULLYING POLICY

Philosophy

It is the duty of St Mary's CE (A) First School that children learn in a caring, safe environment without fear of being bullied. The story of The Good Samaritan underpins the work we do in school to teach children how to show respect for all and care for each other. The story demonstrates several positive traits when the Good Samaritan cares for the beaten man. We want to cultivate these traits in our children's hearts and minds; to help our children to absorb the story and its message on how to treat others with love and respect. In this story, there are also important lessons about the inaction of those who pass by. We want to empower our children with ways to enable them to assist by being the voice of the victim, supporting them in speaking out.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying is unacceptable and will not be tolerated.

It is our statutory duty to have procedures in place to prevent bullying among our school community and we ensure everyone is aware of them.

Aims

- To promote consideration for the thoughts, feelings and physical well-being of others through all aspects of school life including Worship, PSHE/RHE and appropriate curriculum areas. As a result, we aim to reduce and eradicate, wherever possible, instances of bullying in any form.
- To respect personal property and the property of others.
- To promote self-discipline and proper regard for authority among pupils.
- To encourage good behaviour and respect for others to help prevent bullying amongst pupils.
- To promote a prompt, firm and consistent response to reported incidents, involving discussion with all concerned parties.
- To promote vigilance when identifying bullying as opposed to rough play, and promote a clear understanding of the measures which will be taken when it occurs in any form.

Impact of Bullying

Bullying includes physical (hitting, kicking, theft), verbal (name-calling, racist remarks, homophobic remarks) and indirect (spreading rumours, excluding someone from social groups, cyber/virtual (internet, social media)). Individuals who are being bullied may show signs:

1. Changes in behaviour.
2. Unwillingness to come to school and increased absence.
3. Under-achievement in school work.
4. Clothes or property damaged or missing.
5. Anxiety, worry and nervousness
6. Refusal to eat.
7. Having problems sleeping.
8. Having unexplained scratches, bruises, cuts etc.
9. Asking for, or taking money from home.
10. Refusing to talk to anyone or say what is wrong.

Guidelines

In our stance against bullying, we aim to work together with pupils, staff, governors and parents to create a climate within our school where it is recognised that each person is a responsible, valued and special member of our community. Our pupils will work in an environment where:

- * Everyone recognises bullying, knows what it is and know that it is an unacceptable form of behaviour.
- * No-one is afraid or reluctant to name bullies.
- * Everyone knows that each person involved will be listened to and their complaints taken seriously.
- * Everyone works to see that potential bullies are deterred and re-educated.

All staff will:

1. Be aware of the school's policy statement regarding equal opportunities and be pro-active in creating an anti-bullying climate.

2. Use every opportunity to promote self-esteem in the school community.
3. Use PHSE/RHE sessions to recognise, teach, discuss and identify bullying behaviour and to teach strategies to deal with incidents, encouraging children to talk about experiences and the effects they have.
4. Ensure children understand how to stay safe and behave online.
5. Use relevant and up to date information and support to keep children safe online.
6. Display restorative practice alongside the principles of the school's Restorative & Behaviour policy.
7. Re-affirm attitudes regularly throughout the school year.
8. Be aware of the need to be vigilant at all times in respect of bullying behaviour.
9. In the event of an incident, children involved should be given the chance to explain the event and then given some time apart. Use of 'time out' is available with either the Head or Assistant Head during break times.
10. Teachers should keep a record of incidents on CPOMS in order to identify consistent behaviour patterns which should then be reported to the Head Teacher or Assistant Head.
11. Staff providing any playtime supervision must record and report incidents of behaviour to the class teacher.
12. Once a pattern of behaviour has been identified it must be reported to the Head Teacher with relevant paper work. This will then be logged on CPOMS. If more incidents occur, parents will be contacted and meetings held to discuss behaviour and school policy and a possible referral to the Behaviour Support Team.

Whole School Strategies to Minimise Bullying

Our school has a number of strategies in place in order to minimise bullying, these include:

- Children, in the role of Sports Leaders and Good Samaritans, support play and help to manage minor issues. They then report information relating to any concerns or incidents to a member of staff.
- A regular programme of PSHE/RHE activities, Mood Bears in EYFS, and curriculum activities is planned throughout the year, which supports this policy.
- Regular discussions in the classroom enable children to raise any concerns about friendship problems or playtime issues. Staff who supervise children on the playground promote and support good friendships and appropriate social skills, and help children to develop strategies to cope with relationships, getting on and falling out.
- A programme of worship which supports developing love and respect for all is planned each year.
- Anti-bullying is encapsulated within the worship plans.
- Parents and children are given advice on what to do if they feel someone is the victim of bullying behaviour.

If bullying behaviour is evident, parents will be informed and invited into school. This will enable the parent to take an active role in resolving the situation. If the matter cannot be resolved in this way then a referral may be made to an outside agency eg Mental Health in Schools Team, Behaviour Support, Educational Psychologist, Family Support Team. We will also provide the following support for individuals:

- Children who have been bullied will be supported by their staff, there will be opportunities to discuss what has happened, a programme of support to restore self-esteem and confidence and continual communication with parents.
- Children who have displayed bullying behaviour will be helped by discussing what has happened, establishing the wrong choices made and inspiring the need to change and working with parents to change the attitude of the child.
- Children will be supported using the strategies in the Restorative Practice & Behaviour policy.

Policy Links

- British Values
- Restorative Practice & Behaviour policy
- Safeguarding policy
- Curriculum areas
- Equality and Diversity
- RHE
- Special Educational Needs
- Vexatious Policy

Information and support

There is a wealth of information available to support schools, colleges and parents to keep children safe online. The following list is not exhaustive but should provide a useful starting point:

Organisation/Resource	What it does/provides
thinkuknow	NCA CEOPs advice on online safety
disrespectnobody	Home Office advice on healthy relationships, including sexting and pornography
UK safer internet centre	Contains a specialist helpline for UK schools and colleges
swgfl	Includes a template for setting out online safety policies
internet matters	Help for parents on how to keep their children safe online
parentzone	Help for parents on how to keep their children safe online
childnet cyberbullying	Guidance for schools on cyberbullying
pshe association	Guidance and useful teaching resources covering online safety issues including pornography and the sharing of sexual images
educateagainsthate	Practical advice for parents, teachers and governors on protecting children from extremism and radicalisation.
the use of social media for online radicalisation	A briefing note for schools on how social media is used to encourage travel to Syria and Iraq
UKCIS	The UK Council for Internet Safety's website provides: • Sexting advice • Online safety: Questions for Governing Bodies • Education for a connected world framework

Organisation/Resource	What it does/provides
NSPCC	NSPCC advice for schools and colleges
net-aware	NSPCC advice for parents
commonsensemedia	Independent reviews, age ratings, & other information about all types of media for children and their parents
searching screening and confiscation	Guidance to schools on searching children in schools and confiscating items such as mobile phones
lgfl	Advice and resources from the London Grid for Learning