

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

## Philosophy

It is the belief of St Mary's CE (A) First School that all bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify the actions. 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.

This policy covers staff, governors, trainees and all pupils whether permanently or temporarily on the school roll.

Our definition of bullying is as follows:

*"An individual may be being bullied when another person or group of people repeatedly say nasty things, hit, kick, physically harm, threaten, tease or isolate that person over a sustained period of time."*

This definition includes physical, emotional, racial or sexual forms of bullying.

It can be difficult for the individual being bullied to defend themselves.

## Aims

- To promote consideration for the thoughts, feelings and physical well-being of others through all aspects of school life including Worship, PHSE, Circle time 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 an environment which encourages members to care and be concerned for each other's welfare.
- 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.

## Symptoms of Bullying

The effects of bullying can be identified in many ways, with the victim displaying one or more indicators. The following are some that may possibly be observed:

1. Fear of walking to and from school.
2. Unwillingness to attend school.
3. Under-achievement in school work.
4. Clothes or property damaged or missing.
5. Starting to stammer or becoming withdrawn.
6. Becoming distressed or not eating.
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 displays concern about the welfare of friends, peers and staff.

Everyone recognises bullying, knows what it is and knows 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:

Be aware of the school's policy statement regarding equal opportunities and its relationship to the need to create an anti-bullying climate.

Use every opportunity to promote self-esteem in the school community.

Use PHSE and Circle time to recognise, teach, discuss and identify bullying behaviour and to learn strategies to deal with incidents by encouraging children to talk about experiences and the effects they have.

Ensure children understand how to stay safe and behave online.

Use relevant and up to date information and support to keep children safe online (see resource list in 'Keeping Children Safe in Education 2019' Appendix A)

Use other curriculum areas to identify bullying behaviour e.g. some history topics such as Romans in Britain.

Display impartial and consistent approaches in their daily contact with pupils.

Re-affirm attitudes regularly throughout the school year.

1/ Be aware of the need to be vigilant at all times in respect of bullying behaviour.

2/ 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.

3/ Teachers should keep a record of incidents in children's individual log sheet kept in the Cohort File in order to identify consistent behaviour patterns which should then be reported to the Head Teacher or Assistant Head.

4/ Persons providing Break Time supervision must also record and report incidents of behaviour. In the case of Dinner Supervisors they must report to the class teacher who will keep a written record.

4/ Once a pattern of behaviour has been identified it must be reported to Head or Assistant Head with relevant paper work. This will then be logged. If three more incidents occur parents will be contacted and meetings held to discuss behaviour and school policy and possible referral to Behaviour Support.

### **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 Playground Leaders and Playground Buddies, support play and help sort out minor issues. They then report information relating to any concerns or incidents to a member of staff.

A regular programme of PSHE activities, circle time 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.

A programme of worship that 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 then 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 behaviour support, educational psychologist, Local Support Team.

### **Policy Links**

- British Values
- Behaviour Management
- Child Protection and Safeguarding
- Curriculum areas
- Equality and Diversity
- PSHE (including Sex & Relationships Education and Drug Education)
- Special Educational Needs
- Vexatious Policy

## Appendix A

### 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
<a href="#">thinkuknow</a>	NCA CEOPs advice on online safety
<a href="#">disrespectnobody</a>	Home Office advice on healthy relationships, including sexting and pornography
<a href="#">UK safer internet centre</a>	Contains a specialist helpline for UK schools and colleges
<a href="#">swgfl</a>	Includes a template for setting out online safety policies
<a href="#">internet matters</a>	Help for parents on how to keep their children safe online
<a href="#">parentzone</a>	Help for parents on how to keep their children safe online
<a href="#">childnet cyberbullying</a>	Guidance for schools on cyberbullying
<a href="#">pshe association</a>	Guidance and useful teaching resources covering online safety issues including pornography and the sharing of sexual images
<a href="#">educateagainsthate</a>	Practical advice for parents, teachers and governors on protecting children from extremism and radicalisation.
<a href="#">the use of social media for online radicalisation</a>	A briefing note for schools on how social media is used to encourage travel to Syria and Iraq
<a href="#">UKCIS</a>	The UK Council for Internet Safety's website provides: <ul style="list-style-type: none"><li>• Sexting advice</li><li>• Online safety: Questions for Governing Bodies</li><li>• Education for a connected world framework</li></ul>

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