



St Leonard's CE (Aided) Primary School

Anti-Bullying Policy – February 2014

Statement of Intent

As a Christian school we are committed to creating a caring school community where members 'Love their neighbour as they love themselves'. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet ,such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Head teachers have a legal duty under the Education and Inspection Act 2006 to draw up procedures to prevent bullying by pupils (including bullying off the undertaken off the school site) and to bring these procedures to the attention of staff, parents and pupils. Schools should also ensure that they comply with the Equality Act 2010.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- 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 do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Implementation

The following steps can be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of all but minor incidents will be given to the head teacher.
- When deemed appropriate the head teacher will interview all concerned and will record the incident.
- Class teachers will be kept informed and if it persists all staff will be made aware of the situation.
- Parents will be kept informed as appropriate.

Usually bullying will be tackled through a thorough investigation and a restorative justice approach. This gives pupils the skills, knowledge and understanding to use an incident of misbehaviour as an opportunity to:

- See both sides

- Understand the thoughts, feelings and needs of all involved in the incident
- Develop emotional literacy
- Take responsibility
- Repair the harm
- Ensure that all parties have closure
- Plan ahead and prevent a recurrence,

Pupils

Pupils who have been bullied can be supported by:

- offering an immediate opportunity to discuss the experience
- reassuring the pupil
- offering continuous support from a named member of staff
- restoring self-esteem and confidence
- support from the child's peer group.

Pupils who have bullied can be helped by:

- discussing what happened
- developing empathy with the victim
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps may be taken at the head teacher's discretion:

- official warnings to cease offending
- removal from the classroom for a period of time
- lunchtime exclusion
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE and use of the SEAL resources, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

The school will regularly raise awareness of this issue through supporting Anti-Bullying week each year and supporting related activities organised by the School Council.

After any reported incident the school will review staffing supervision patterns and whether these should be revised to prevent further incidents.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

For further advice see: Preventing and Tackling Bullying (DfE 2012) and <https://www.gov.uk/bullying-at-school>