

'Loving to Learn, Learning to Love'



Anti-Bullying Policy

Last Approved: March 2021

Review Date: March 2022

Anti-Bullying Policy

To be read in conjunction with the Behaviour Policy Principles and Values

Bullying is wrong and can damage children. As a school we take bullying and its impact extremely seriously. All known incidents of bullying are responded to immediately. Bullying in any form is not tolerated.

The school actively seeks ways to counter the effects of bullying that may occur within school. The ethos and values of our school foster high expectations of behaviour and we consistently challenge any behaviour that falls below this through our behaviour policy. No one deserves to be a victim of bullying; everybody has the right to be treated with respect. Pupils who are bullying need to be taught different ways of behaving.

Aims and Objectives of this Policy

- To work together to ensure our school is a safe place for children and adults.
- Ensure that all members of the Federation Board, staff, pupils and parent/carers have a shared understanding of what bullying is, know the policy and follow it.
- Ensure that all members of the Federation Board, teaching and non-teaching staff know what the school policy is on bullying and follow it when an incident of bullying is reported.
- Ensure that all pupils and parents/carers know the school policy on bullying and what to do if bullying arises.

What is Bullying?

The **Department for Education** describes bullying as “behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally”.

They also state “Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities”.

In other words, bullying is unacceptable behaviour towards another or others, which occurs **lots of times, on purpose**. Bullying can be short term or continuous over long periods of time. Bullying can be direct (either physical or verbal) or indirect (e.g. being ignored or excluded from social interaction).

Bullying may be:

Emotional - being unfriendly, excluding, social isolation (you can't play), tormenting, threatening, spreading rumours, teasing, abuse of personal property, taunting.

Physical - pushing, kicking, biting, hitting, punching or any use of violence or

aggression.

Racial - taunts, graffiti, gestures, language.

Sexual - unwanted physical contact or sexually abusive comments.

Homophobic - because of, or focusing on the issue of sexuality.

Cyber bullying - All areas of internet and mobile phone use, such as texting, email and internet chat Twitter, Snap Chat, Facebook misuse, misuse of associated technology, i.e. camera and video facilities, IPad, games consoles.

Bullying can be by:

- Individuals
- groups/gangs

Bullying may be related to:

- Race
- Gender
- Religion
- Culture
- SEN or disability
- Appearance or health condition
- Home circumstances, including young carers and poverty
- Sexual orientation

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and in cyberspace. It can take place in group activities and between families in the local community.

Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or people over another or others. Staff must remain vigilant about bullying behaviours because some children may not be aware that they are being bullied; they may be too young or have a level of Special Educational Needs, which means that they may be unable to realise what others may be doing to them.

Signs and Symptoms for Parents and Staff

A child may indicate that they are being bullied through a change in behaviour. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- becomes withdrawn, anxious, or lacking in confidence;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning;
- begins to do make less effort with school work than previously;
- has possessions which are damaged or "go missing";
- asks for money or starts stealing money;
- has dinner or other monies continually "lost";
- has unexplained cuts or bruises;
- becomes aggressive, disruptive or unreasonable;
- starts bullying other children or siblings;

- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

If a child feels that they are being bullied, there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend.
- Tell your School Council representative or a prefect.
- Tell a teacher or adult whom you feel you can trust.
- Write down your concern and pass it to someone you trust.
- Ring Childline and follow the advice given.

Actions following a reported incident

All known/reported incidences of bullying are investigated by the class teacher and Anti-bullying Leader.

Parents of the perpetrator may also be questioned/ informed about the incident or about any concerns about their child's behaviour, following the school's Behaviour Policy. Parents of the victim are invited to meet the anti-bullying leader, are informed of the incident and are told of the follow up actions.

The child displaying unacceptable behaviour has their name entered in the school's Behaviour Log and are talked to about their behaviour by the Anti-bullying Leader. They are then asked to apologise. The children are reconciled, if appropriate. The bullying pro forma is completed (see Appendix 1). The perpetrators behaviour is carefully monitored and reviewed two weeks after the incident.

In serious cases (defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from a behaviour outreach team, counsellors or fixed or permanent exclusion are considered.

Recording of Bullying Incidents

Staff record and report each incident of bullying to the Executive Headteacher. All alleged incidents of bullying are recorded using bullying pro forma (Appendix 1) and are investigated by the Anti-bullying leader.

All proven incidents of bullying are recorded in the Behaviour Log.

All proven incidents of bullying are discussed with all relevant staff and parents of the children involved.

Incidents of bullying are followed up using the school's Behaviour Policy and are recorded on the Incident Follow up Record (Appendix 2).

Prevention

At St Mark's, we use a variety of methods to support children in preventing and understanding the consequences of bullying through:

- PSHE curriculum

- The School Values of RESPECT
- School worship themes e.g. SEAL themes
- Anti-Bullying week
- E-Safety e.g. Internet Safety Week/day.

Pupils and parents/carers are regularly consulted through the use of questionnaires. The feedback is analysed and measures put into place as necessary.

The ethos and values of St Mark's means that all children are expected to show respect for each other and for the property of others. Good and kind/polite behaviour is regularly acknowledged and rewarded.

Staff regularly discuss bullying and children throughout the school are taught to understand that we have zero tolerance to bullying and that incidents of bullying are always tackled. This lets children know that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff reinforce expectations of behaviour linked to our school values of Responsibility, Equality, Spirituality, Perseverance, Enthusiasm, Commitment and Trust.

Staff follow the Equal Opportunities and Inclusion Policies, supporting and valuing every child in our school.

Advice to Parents

As the parent of a child whom you suspect is being bullied:

1. Report all bullying incidents to the class teacher and/or Anti-bullying Leader (Mrs M. Johnstone).
2. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
3. You will be advised of the outcome of the investigation and any action taken to ensure the bullying stops.
4. The school will help the child whose behaviour is unacceptable to change their behaviour.

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back.

Both of these will only make the problem much harder to solve.

HELPFUL ORGANISATIONS:

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

We will review this policy on a yearly basis.

Signed.....
Executive Headteacher

Signed.....
Co-Chair Local Governing Board

Date.....

Appendix 1



Bullying Allegation Form

St. Mark's CE Primary School	
Date of Incident:	Concern reported by: Designation:
Concern reported to:	Position:

Name(s)	Class

Brief summary of the allegation

Brief summary of incident resulting from investigation.

Details of action taken:

Checked for earlier incidents involving same pupils	
Notified parents/carers	
Individual discussion with pupils involved	
Group discussion with pupils involved	
Notified class teacher	
Medical treatment	
Specific support from staff/inclusion team support	
Follow up date set	

Appendix 2



Bullying Incident Follow-up Record

Date	Action Taken by	Brief Description of Action	Outcome

Bullying stopped - **Yes/No**

Further Action to Be Taken:

Signed:

Date: