

ALL SAINTS' C.E. PRIMARY SCHOOL, ALREWAS

ANTI- BULLYING POLICY STATEMENT



'Believe to Achieve'

Mission Statement

'To provide quality education for our children in a happy, secure Christian environment, encouraging pupils to achieve their potential academically, spiritually and socially.'

Statement of Intent.

The aims and objectives of All Saints' Primary School in formulating this statement are:

- to reduce and eradicate wherever possible instances in which children are subjected to bullying in any form
- to establish appropriate ways of dealing with bullying, and providing after-care should an incident occur
- to ensure that all children, staff and parents are aware of this Policy and fulfil their obligations to it

Bullying - A Definition.

We define bullying as deliberate behaviour or aggression by one or more people, which produces damaging or hurtful effects, physically or emotionally to any individual. It is often repeated over a period of time and it is usually difficult for those being bullied to defend themselves.

Bullying may include one or more of the following:

- being hit, kicked, pinched spat at or threatened
- being called names
- making a fool of someone
- teasing or sending nasty notes
- spreading rumours and malicious gossip about someone
- deliberately damaging or destroying another child's property
- repeatedly excluding a child by not talking to them or not allowing them to join in

It is **not** bullying when two children of roughly the same age and strength have the occasional quarrel or fight.

The most common form of bullying is being picked on, followed by teasing, then kicking and hitting.

Values and Beliefs Underlying this Policy.

At All Saints' Primary we believe that:

- all bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it
- the school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks
- both those who are bullied and those who bully will be treated in a supportive manner in line with our Christian ethos, rather than being regarded as a burden to staff and classmates
- the harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour

Persons Covered by this Policy.

All pupils on the school roll will be covered by this policy. The school and Local Education Authority treat bullying among their employees as a potential disciplinary matter.

Action to Combat Bullying.

Among the activities the school will establish and maintain in an effort to combat bullying behaviour are:

- the range of rewards and sanctions outlined in the school Behaviour Policy, including the methods of acknowledging good behaviour
- allocation of specific roles and responsibilities in order that incidents may be detected, behaviour monitored and appropriate after-care delivered (see below)
- all incidents will be recorded and collated and periodically reviewed
- communication of the policy in order to ensure that staff, parents, children and governors are aware of the policy and their individual responsibilities
- staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner
- establishing appropriate staff-pupil forums in order that current issues with regard to bullying can be discussed on a regular basis (weekly Circle Time, PSHE work)
- examination of preventative measures (eg supervision levels) in an effort to reduce the risks of bullying behaviour occurring

Dealing with Bullying.

We believe that bullying is completely unacceptable inside or outside our school and the children are frequently reminded of this. Cases of bullying are not common, but when they are revealed they are always dealt with extremely thoroughly. If children are found guilty of bullying, they are dealt

with appropriately. This will include helping them to understand why their behaviour is wrong and how they can change it. Attention is drawn to our Christian values and strict moral code as well as forgiveness and reconciliation.

Stages in managing bullying in school.

1. Children are encouraged to tell staff, teaching or non-teaching, of any incidents of bullying relating to themselves or other children. Individual class teachers will use a variety of ways to ensure that children have the opportunities to raise such issues, if necessary, confidentially.
2. Staff will make every effort to watch and listen carefully for any signs of bullying and be prepared to act firmly against it.
3. When an incident of alleged bullying is reported, it will be investigated initially by the class teacher, who will then report it to the headteacher. If it is a serious incident (involving bodily harm, or a large numbers of children) the matter may be referred directly to the headteacher.
4. When investigating the incident, the member of staff will listen carefully and make a brief note on what has happened. Both parties will be listened to, and if necessary, third parties as required. Staff will deal sensitively with the investigation in order to avoid making the situation worse for the victim of the bullying.
5. If bullying is revealed, staff will deal with the bullies in an appropriate way, with reference to the sanctions outlined in the school Behaviour Policy. There will be an emphasis on helping the bully to identify why their behaviour is wrong and looking at how they can change it.
6. All incidents of bullying will be recorded on a Behaviour Report Form and a copy given to the head teacher for filing.
7. The headteacher will decide whether it is appropriate to inform the parents of a bullying incident. This will always happen if bullying behaviour is repeated on a regular basis. Parents of children who repeatedly

demonstrate bullying behaviour will be invited into school to discuss how they can support the school at home by helping their child to change his or her behaviour. If there is no improvement it may be necessary to involve other agencies. Cases of very serious or repeated bullying could lead to exclusion from school, following the range of sanctions in the school Behaviour Policy.

Prevention of Bullying.

As a school we are committed to providing a happy, safe and secure environment for all our children. One way we try to achieve this is by the adoption of strategies to prevent or discourage bullying.

These are some of the strategies we employ:

- * we foster group work and co-operative learning
- * we hold regular sessions of Circle Time, which helps to raise self-esteem and improve trust among children
- * we hold daily Assemblies and acts of Worship to encourage reflection on Christian behaviour and positive moral choices which create value and harmony
- * we provide opportunities for children to discuss their feelings and concerns with staff
- * we promote an atmosphere of openness
- * we provide opportunities to explore issues related to bullying in creative writing, art and drama
- * we make efforts to supervise children carefully
- * we listen carefully to children

Involvement of Pupils.

It is important that children recognise the difficulties staff may encounter in ensuring that the Anti-Bullying Policy is effectively enforced. In this regard, children are expected to:

- report all incidents of bullying to a member of staff
- act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents which the victim may be afraid to report
- support the aims and objectives of this statement and keep the school rules
- refrain at all times from any behaviour which would constitute the bullying of fellow pupils

Involvement of Parents.

We believe that parents should be involved with all aspects of their children's education. This also applies to behaviour, good and bad.

The school relies very much on children and parents alerting staff of a problem. Early identification of any problems helps us to solve them more quickly. Parents should be aware that the school needs to be informed if there are problems or worries at home that might affect a child's work or behaviour.

Parents can help the school by:

- stressing to children the importance of sociable behaviour
- reporting to us any misgivings they have concerning behaviour
- actively endorsing and supporting the Anti-Bullying Policy
- noting that it is never appropriate to use physical violence against, or in any other way seek to bully, a bully

We know that sometimes parents encourage their children to 'hit back' or 'fight back' when there are problems with other children. Unfortunately, this often causes even more upset and minor matters may become major problems. In this school, we actively discourage children from 'fighting back' because we do not believe that this is the best way to sort things out. We believe that if a child has a problem caused by someone else, then the correct way of dealing with it is to tell a member of staff. This is how the

problem gets sorted out - not by retaliation or confrontation. Parents need to be aware of the policy in school and we ask for their support in implementing and reinforcing it.

Evaluation and Review.

In order to assess the effectiveness of this policy, the following standards will be used as a means of measuring performance

- variations in number of reported incidents over a term
- individual incident returns for different age groups

This policy will be considered a living document. It will be periodically reviewed and updated.

Ultimate responsibility for its introduction and implementation will rest with the Headteacher, who will consult with the Governing Body. However, all staff, children and parents have an active role to play in the development and maintenance of the policy.

Our ultimate aim is to provide a learning environment free from any threat of fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.

Reviewed April 2017