

St Benedict's C. of E. VA Junior School

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Dream Believe Achieve



Anti-Bullying Policy (2016-17)

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils at St Benedict's C of E VA Junior School so that 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.

Objectives

These are that:

- All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is
- All governors, 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/carers should know what the school policy is on bullying, and what to do if bullying arises
- As a school we take bullying seriously. Pupils and parents/carers should be assured that they will be supported when bullying is reported
- Bullying will not be tolerated.

The role of Governors

- The Governing Board supports the Headteacher in all attempts to eliminate bullying from our school. This policy makes it very clear that the Governing Board does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately
- The Governing Board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to governors on request about the effectiveness of school anti-bullying strategies.

The role of the Headteacher

- It is the responsibility of the Headteacher to implement the school anti-bullying strategies and to ensure that all staff (teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Board about the effectiveness of the anti-bullying policy on request
- The Headteacher ensures that all pupils know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of pupils to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other pupils why this behaviour is wrong and the consequences
- The Headteacher sets the school climate of mutual support and praise for success, thus making bullying less likely to occur. When children feel they are valued and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of teaching and non-teaching staff

- All staff in our school take all forms of bullying seriously and act to prevent incidents taking place
- If staff witness a bullying incident, they do all they can to support the pupil who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the child's parents/carers are informed
- Teachers and Teaching Assistants attempt to support all pupils in their classes and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all pupils, we aim to prevent incidents of bullying.

The role of the Learning Mentors

- The Senior Learning Mentor and Learning Mentor liaise with the Headteacher and staff to support and mediate between affected parties of bullying incidents. They are based in the Bee Hive, which is used as a calm, restorative space in which to address bullying incidents
- The Learning Mentors address bullying issues and teach strategies for positive behaviour for pupils during 1 to 1 and Nurture Group sessions.

The role of the Parent Family Support Adviser (PFSA)

- The Parent Family Support Adviser liaises with the Headteacher, Learning Mentors and staff. She also works with pupils and their families, offering support and advice on bullying issues. This may include home visits.

The role of Parents/Carers

- Parents/carers who are concerned that their child may be being bullied, or who suspect that their child may be a perpetrator of bullying, should contact their child's class teacher immediately
- Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

What is Bullying?

Bullying is the persistent use of aggression with the intent of hurting another person. Bullying results in pain and distress to the victim. It is deliberately hurtful, often repeated over a period of time and difficult for the victim to defend themselves. The DfES document 'Bullying: Don't Suffer in Silence' recognises there are many definitions including:

- **Emotional**- being unfriendly, excluding, tormenting (e.g. hiding possessions or use of 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/ Transgender**- because of, or focussing on, the issue of sexuality
- **Verbal**- name-calling, sarcasm, spreading rumours, teasing etc.
- **Cyber**- all areas of the internet e.g. email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology i.e. camera and video facilities.

Importance of responding to bullying

- Bullying hurts
- No one should be a victim of bullying
- Everyone has the right to be treated with respect
- Pupils who bully need to learn different ways of behaving
- Schools have a responsibility to respond promptly and effectively to bullying issues.

Possible signs and symptoms of bullying

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

- Is frightened of walking to or from school; begs to be driven or accompanied to school
- Changes their usual routine; stops eating
- Is unwilling to attend school (school phobic); complains of feeling ill on school mornings; begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Attempts or threatens suicide or runs away
- Cries themselves to sleep; has nightmares
- Develops a decrease in school work attainment
- Comes home with unexplained cuts or bruises; clothes torn or possessions damaged
- Becomes aggressive, disruptive or unreasonable; bullies other children
- Is frightened to say what's wrong or gives improbable excuses.

This list is not exhaustive and the behaviours could indicate other problems, although bullying should be considered a possibility and investigated.

Procedures

1. The victims/witnesses of bullying must report such incidents to a member of staff

2. All bullying incidents will be recorded by staff in the Anti-Bullying Log and on the SIMS computer system
3. In serious cases, parents/carers will be informed and asked to come into school for a meeting to discuss the problem with the Headteacher or class teacher
4. If necessary and appropriate, the police will be informed
5. The bullying behaviour or threats of bullying will be investigated and the bullying quickly stopped
6. Procedures will be put in place to help the bully or bullies to change their behaviour.

Outcomes

1. The bully or bullies will be asked to genuinely apologise. If possible, the pupils will be reconciled
2. Other consequences may take place e.g. loss of break time. In serious and persistent cases, suspension or even exclusion will be considered
3. After the incident or incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

As and when appropriate we will use a variety of methods for helping children to prevent bullying. These may include:

- Discussion about bullying in class, Nurture Group sessions and Collective Worship
- Pupil awareness of, and access to, School Council members
- Pupil 'Worry Box' to report bullying
- 1 to 1 and Nurture Group sessions with the Learning Mentors
- Pupil sessions with the Parent Family Support Adviser (PFSA)
- Year 6 Peer Supporters, a Buddy Bench, Quiet Area and a Restorative Justice point
- Pupil contributions to school and class rules
- Writing, reading or drawing about bullying issues.

Monitoring and Review

- The Headteacher will monitor recorded incidents weekly and ensure matters are dealt with.
- Governors will assess the effectiveness of the policy annually and monitor recorded incidents by request.

Approved by the Governing Board: (DATE)

Signed: (Chair of Governors)

Review date: