

Matlock St Giles CE Voluntary Aided Primary School

ANTI-BULLYING POLICY

Equality inclusions in red

Introduction

St Giles C E Aided Primary School has adopted the DfE's *Safe to Learn: Embedding Anti-Bullying Work in Schools* and as such is committed to the Charter for Action outlined in this initiative, as it regards the welfare and Safeguarding of it's pupils as one of its top priorities (see appendix 1)

In April 2011, the Equality Act 2010 came into force. This Act ensures discriminations (direct and indirect), harassment and victimisation are challenged to ensure equality. This policy, along with the Race Policy, SEN & Disability Policy, Equal Opportunities Policy and Discipline and Behaviour Policy, is written and reviewed in light of this Act to ensure the school is fulfilling its statutory duty.

The school has a commitment to the Every Child Matters agenda where pupils' safety, health, economic well-being, enjoyment, excellence and participation in the community is promoted as an effective anti bullying culture.

The school has developed a clear discipline & behaviour policy, which helps to both reduce incidences of bullying and also identify clear strategies for disciplining children who are responsible for bullying. The Discipline & Behaviour Policy should therefore be used in conjunction with this policy when addressing any issue relating to bullying.

Bullying is 'persistent and often premeditated action taken by one or more children, with the deliberate intention of either physically or emotionally hurting another child.'

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all that we can to prevent it.

This is primarily achieved through the development of a school ethos in which bullying is regarded as totally unacceptable.

As a Christian Church School we aim to produce an environment where all children are welcome, into a safe and secure environment where all pupils can learn without anxiety and where relationships are based on the commandment to 'love your neighbour as you love yourself.'

This policy aims to produce a consistent attitude and response towards bullying from all members of the school community.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the whole issues of bullying.

We aim to promote a culture where all adults and children are valued and treated with respect.

ANTI BULLYING STRATEGY

The role of Governors

The Governing body supports the Head teacher in the employment of anti bullying strategies.

This policy statement makes it very clear that the governing body does not condone any form of bullying in the community of our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The head teacher retains responsibility for reviewing the effectiveness of anti bullying strategies and together with the Governors, reviews this policy on a two yearly cycle.

Where a parent is unhappy with the action taken by the head teacher and staff in response to a bullying incident, they have the right to make a formal complaint to the governing body. The Governing body should respond to any formal complaint within ten days and must notify the head teacher of the need to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the Head teacher

It is the responsibility of the head teacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying.

The head teacher supported by teaching staff has the primary responsibility for ensuring that children know that bullying is wrong, and that it will not be tolerated in school. This is undertaken in a variety of ways, including through whole school assemblies, RE / PSHCE lessons and when dealing with specific incidences of inappropriate behaviour.

The head teacher has specific responsibility for developing a school climate of mutual support and praise, thus making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Informal communications between staff and with parents are undertaken immediately a bullying issues arises. Where appropriate this is shared with other members of staff at Monday staff meetings and ways of addressing individual problems are discussed. The large majority of incidents discussed informally will be dealt with very quickly, but any not easily resolved must be recorded between all parties.

The role of All Staff members

We have a collective responsibility for discouraging and responding to any incidences of bullying.

If members of staff witness an act of bullying, they must support the children involved following discipline and behaviour procedures and implement appropriate sanctions. This is mainly achieved through 1:1 counselling although the School Buddying system may mean that another peer is involved to ease counsel.

All staff must follow the agreed Discipline & Behaviour policy when disciplining children for bullying. This includes making a written record/ notes of the circumstances associated with any incidence on the yellow or red discipline letters. These are subsequently shared with the parents of both the perpetrator and the victim of any bullying. Copies can be kept in

individual child folders in the office but unless ongoing these records will not be passed to a transition school.

Any continued or subsequent issue of individual bullying by a child is dealt with in line with our D&B and SEN policies.

Teachers support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent bullying from occurring.

The role of Parents

Parents 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 community.

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

Monitoring and review:

The effectiveness of our anti-bullying strategies are monitored by the head teacher on an ongoing basis and written reports are submitted to the governing body identifying behaviour issues on an annual basis. **This is minuted by the governing body and forms part of the evidence base for the effective implementation of the Equality Act 2010.**

EASYSPEAK

What Can Children Do If They Are Being Bullied?

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

- a) Remember that your silence is the bully's greatest weapon.
- b) Tell yourself that you do not deserve to be bullied and that it is wrong.
- c) Be proud of who you are. It is good to be individual.
- d) Try not to show that you are upset. It is hard, but a bully thrives on someone's fear.
- e) Stay with a group of friends/people. There is safety in numbers.
- f) Be assertive – shout "No!". Walk confidently away. Go straight to a teacher or member of staff.
- g) Fighting back may make things worse.
- h) Generally it is best to tell an adult you trust straight away. You will get immediate support.
- i) Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

What do you do if You Know Someone Is Being Bullied?

- a) Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- b) If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- c) Do not be, or pretend to be, friends with a bully.

Role Of Parents

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.

- c) If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- d) If a child has bullied your child, please do not approach that child on the playground or involve an older child to deal with the bully. Please inform school immediately.
- e) It is important that you advise your child not to fight back. It can make matters worse!
- f) Tell your child that it is not their fault that they are being bullied.
- g) Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- h) If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

Strategies For Dealing With Bullying

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected we will:

- a) Talk to the suspected victim, and any witnesses.
- b) Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated at St Giles.
- c) If the bully owns up then sanctions procedures outlined in the Behaviour Policy will be followed.
- d) An additional sanction may be to arrange for the child to be escorted from the school premises.
- e) Incidents of bullying should be discussed with all members of staff at the next staff meeting.
- f) If the suspected bully does not own up, investigate further. If it is clear that they are lying, continue with the procedure. You may need to ask the parent to come into school to discuss for either party.
- g) Continue monitoring the situation to ensure no repetition.

Anti Bullying Policy

Advice for Parents and Pupils

At St Giles C E Aided Primary School we take any incident of bullying very seriously and hope this leaflet will provide some useful advice. The aim is to ensure **NO BULLYING IN SCHOOL** and we need to all work together to ensure this.

Bullying is taken to be “**deliberately intimidating behaviour that causes physical or psychological distress...**”

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves.

At this School we aim to provide a caring environment where children feel secure and any incidents of bullying are dealt with effectively.

To achieve our aims we need to work together effectively with parents and pupils and ensure that everyone works together to prevent any incidents of bullying.

We hope this leaflet can provide some useful guidance and helpful advice to Parents and Pupils.

Please let us know in future if there are any improvements that can be made that would be helpful.

ADVICE TO PARENTS

Watch for signs of distress in your children. There could be an unwillingness to attend school, a pattern of headaches or stomach aches, equipment that has gone missing, request for extra pocket money, damaged clothing or bruising.

Take an active interest in your child's social life. Discuss friendships, how playtime is spent and the journey to and from school.

If you think your child is being bullied, inform the school immediately and ask to see the class teacher at a mutually agreeable time. Furthermore, when discussing the problem with your son or daughter, follow the advice given for victims.

Keep a written record if the bullying persists. It will be painful, but it will provide supportive evidence regarding **WHO, WHAT, WHERE and WHEN**.

With the teacher devise strategies that will help your child and provide him/her with support inside and outside school.

The teacher will work closely with families over a period of time to ensure problems are sorted. They will involve all staff, support staff depending on the nature of the problem.

Do not encourage your child to hit back. It will only make matters worse. Such behaviour could be contrary to your child's nature. More positively, encourage your child to make more friends. A child who has friends is less likely to be bullied.

FOR BOTH VICTIMS AND PARENTS

The following guidelines are for parents who know that their son or daughter is being bullied:

- First, tell your son or daughter that there is nothing wrong with him/her. He/she is not the only victim
- Advise you son or daughter not to hesitate to tell an adult, for example, a liked and trusted teacher or other staff member.
- Together, identify those places where the bullying takes place and work out a way to avoid them. If this is not possible, advise that he/she makes sure that there are other trusted people about. If they are not to be trusted, someone should be told
- Advise your son or daughter not to try and buy the bully off with sweets or other ‘presents’, and not to give-in to demands for money

- Together, the teacher and your son or daughter, will work out a plan of action to prevent further occurrences.

SCHOOL PROCEDURES

As teachers we will watch for early signs of distress in pupils – deterioration of work, spurious illness, isolation, the desire to remain with adults, erratic attendance. Whilst this behaviour may be symptomatic of other problems, it may be the early signs of bullying.

- Listen carefully
- Offer the victim immediate support and help by putting the school procedures into operation
- Make the unacceptable nature of the behaviour, and the consequences of any repetition, clear to the bully and his /her parents
- Ensure that all accessible areas of the school are patrolled at break, lunchtime, between lessons and at the end of the day
- Use all the pupils as a positive resource in countering bullying and discuss the advice given below with classes or tutorial groups. Peer Buddying groups and circle time sessions may be used to resolve problems
- Pupils can also be used to help shy children or newcomers feel welcome and accepted. Sexual and racial harassment also need to be discussed and dealt with.

The following steps may be followed in recording incidents of bullying and also a means of conveying to all concerned how seriously the school regards bullying behaviour:

- The bullied pupil will record the events in writing/ aided if needed
- The bully will record the events in writing
- The teacher will discuss their version of events with both parties.

The teacher should record their discussions with both parties.

The parents/carers can be sent copies of the reports if the situation does not improve and the reports placed in the respective pupils' files for a **specified** period of time.

The parents/carers of the pupils should be asked to respond to the above ***in writing***.

ST GILES CE AIDED PRIMARY SCHOOL SAYS....

“WE DON’T WANT BULLIES AT OUR SCHOOL!”

EVERYONE HAS THE RIGHT TO COME TO SCHOOL AND FEEL HAPPY AND SAFE.

All pupils aim to be Polite, Respectful and always Friendly.

If you are being bullied you can..

- Try to ignore the bullying
- Tell yourself you don’t deserve to be bullied
- Tell someone you trust, your family, teachers or a friend
- Stay with groups of people; bullies usually pick on people who are on their own
- Get your friends together to say NO to the bully.

Remember – Don’t suffer in silence. !!

TELL – TELL – TELL!

It’s not telling tales, it’s doing what’s right.