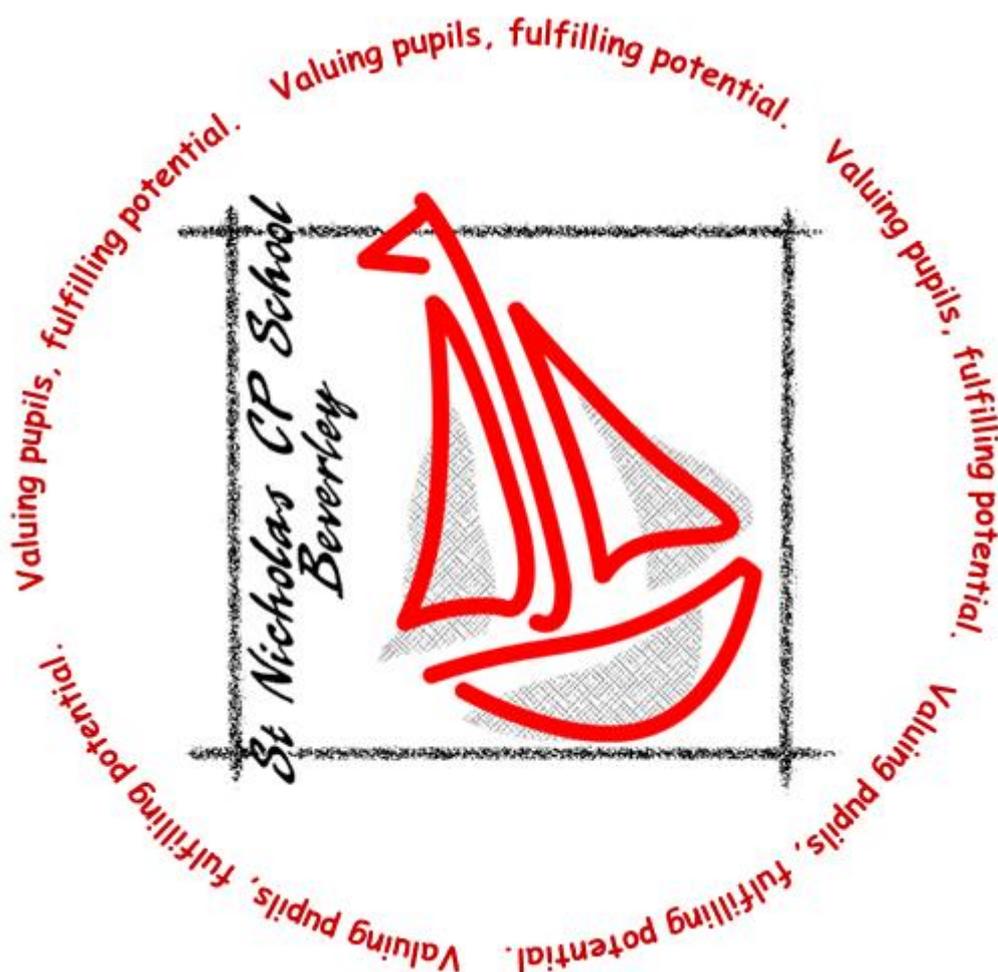


Beverley St Nicholas Community Primary School



Anti –Bullying Policy

Our vision at Beverley St Nicholas Community Primary School is to create a warm, supportive, nurturing, secure and happy learning environment where everyone feels valued and is encouraged to recognise and achieve his/her full potential.

OUR AIMS ARE :

- To provide a happy, caring and stimulating environment where quality relationships are important and each individual is valued and respected
- To enable everyone to experience success and help pupils develop lively, enquiring, imaginative and creative minds and reach their full potential
- To prepare children for the challenges and opportunities of adulthood in a changing world
- To provide an exciting, broad, balanced and relevant curriculum appropriate for individual needs
- To fulfil potential in all areas of school life
- To work together in partnership with parents so that they are fully informed and involved in their children's education

INCLUSION STATEMENT

Beverley St Nicholas Primary School is committed to creating a school in which the teaching and learning, achievements, attitudes and well being of every member of the school matter. We seek to create opportunities for all children to achieve their very best in terms of academic attainments and personal attainments. We aim to make the curriculum accessible to all in a stimulating learning environment in which success is celebrated in all areas. We strive to make everyone feel welcome. We endeavour to work with parents and members of the community to create a supportive environment for learning.

Rationale

All of the children at Beverley St Nicholas Primary School have the right to feel safe, secure and happy and learn in a supportive, caring and safe environment without fear of being bullied.

Beverley St Nicholas CP School has the responsibility to “safeguard and promote welfare”(Education Act 2002) and “prevent all forms of bullying” (Education and Inspections Act 2006)

Through this policy, the school aims to:-

- To promote a secure and happy environment free from any type of bullying behaviour
- To take positive action to prevent bullying from occurring
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupil and parents/guardians of the school's expectations and to foster a productive partnership, which helps maintain a bully free environment

Definition

Bullying is anti-social behaviour and can affect everyone. It is unacceptable and will not be tolerated. It can be defined as:-

“Behaviour by an individual or group, *usually repeated over time*, that intentionally hurts another individual or group either physically or emotionally”
DCSF “*Safe to Learn: Embedding anti-bullying work in schools*” (2007)

Bullying can involve:

- physical or mental verbal attacks
- name calling
- malicious gossip
- damaging or stealing the property of the victim
- coercing the victim into acts which they do not wish to do.

Bullying is **not** for example falling out with friends or choosing to play with other children.

Bullying can be direct (for example physical, verbal or non-verbal actions) or indirect (eg through cyber bullying.)

Children are bullied for many reasons, or no reason. Bullying relates to difference – real or imagined.

The following is a list of reasons from DCSF “Safe to Learn” Guidance why children may be bullied:

- Appearance
- Ability
- Health
- Family or Home circumstances e.g. looked after: young carers
- Social class
- Race, Religion and Culture
- Disability / SEN
- Homophobia
- Sexist, Sexual and Transgender

This list is not exhaustive and may include other reasons.

Bullying is often thought of as taking place between pupils however other bullying relationships may involve pupil on staff/ adult on adult/ adult on pupil (DCSF “Safe to Learn”).

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in standards of work and lapses in concentration. Pupils must be encouraged to report bullying in school and it is the responsibility of everyone to ensure that we are alert to the signs of bullying and act promptly and firmly against it.

Physical Bullying

This involves physically abusing the victim. This is the easiest form of bullying to be recognised as it can leave marks on the victim or their property, i.e. bruising or torn clothes. It can also involve intimidation by the use of stature or gangs to physically intimidate someone into thinking their way or to doing something for them. It can often be recognised when a group or individual is blocking any available exit to the victim and literally cornering them.

Verbal Bullying

Verbal bullying can be the use of derogatory terms to make the bully seem more powerful to the victim. It is often hard to detect because the victims tend to want to keep quiet about their ordeals.

Some things to look out for include the victim becoming less willing to talk to you and generally seeming in a much less happy mood than normal. It is important to make sure that victims know that they have someone to confide in and that this will help their situation get better.

Indirect/Social Bullying

Indirect bullying is when derogatory terms are used to abuse someone behind their back. It can also be alienating someone from an activity. It is very difficult to determine when this is occurring. Being stopped multiple times from joining an activity can be a show of social bullying.

Responsibilities of different sections of school community

Bullying behaviour should never be ignored and it is the responsibility for **all** members of the school community to report incidents of bullying, including concerns they may have that someone is being bullied.

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable and inappropriate behaviour, and by being clear that we all follow the school code of conduct.

a). Governors

The governing body is responsible for the Anti-Bullying Policy, and for ensuring that it is regularly monitored and reviewed. The governing body will:

- Support the Headteacher and the staff in the implementation of this policy.
- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Appoint a member of the governing body to have a specific responsibility for anti-bullying

b). Headteacher and Senior Leadership Team

The Headteacher is responsible for implementing the Anti-Bullying Policy and under the Education and Inspections Act 2006 for:

- *“determining measures on the behaviour and discipline that form the school’s behaviour policy ---”*
- *“--- encouraging good behaviour and respect for others on part of pupils and, in particular, preventing all forms of bullying among pupils”*

It will become a statutory responsibility for schools to record all bullying incidents.

The Headteacher will ensure that:

- bullying behaviour is addressed in line with the school’s behaviour policy
- bullying is addressed as an issue in the curriculum
- all staff receive training that addresses bullying behaviour
- the governing body is regularly provided with information regarding issues concerning behaviour management including bullying
- a senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

c). Staff

All staff have a vital role to play as they are at the forefront of behaviour management and supporting children’s sense of personal safety and well being in school. They have the closest knowledge of the children in their care and should build up a relationship involving mutual support, trust and respect.

All members of staff will:

- Provide children with a good role model
- Provide children with a framework of behaviour including class rules which supports the whole school policy.
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere.
- Always be aware and take action when there are concerns about bullying
- Report and record all allegations of bullying following the school's procedures
- Ensure pupils, and where appropriate parents / carers, are given regular feedback on the action been taken

d). Parents/Carers

We encourage all parents/carers to understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school.

We encourage parents / carers to:

- keep informed about and fully involved in any aspect of their child's behaviour.
- contact the school immediately if they know or suspect that their child is being bullied, even if their child has asked for "secrecy", and work in partnership with the school to bring an end to the bullying
- contact the school if they know or suspect that their child is bullying another pupil
- share with the school any suspicions they have that bullying is taking place even when it does not directly involve their child

When a parent / carer has concerns relating to bullying they should in the first instance report them to the class teacher. If the parent believes the bullying to be continuing, then they should report this to the appropriate Key Stage Leader and Head Teacher.

e). Pupils

Without the trust and support of our pupils we will not be able to prevent or reduce the incidents of bullying. That is why our pupils will be consulted and will participate in the development, monitoring and review of anti-bullying policy and strategies. We want our pupils to feel confident that everything is being done to make the school a safe and secure environment for them to achieve and learn.

We want our pupils to feel that they are supported in reporting incidents of bullying and reassured that action regarding bullying will take place.

We expect that pupils:

- will not bully anyone else, or encourage and support bullying by others
- will tell an appropriate adult if they are being bullied
- will act to prevent and stop bullying, usually through telling an adult if they know or suspect that someone else is being bullied
- use their learning log in KS2 as a way of confidential way of voicing their concerns

Pupils must recognise that being a "bystander" is not acceptable, and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

Prevention of bullying

There are a range of prevention strategies including:

- Anti-bullying awareness raising and key messages
- Participation in Anti-Bullying Week, special events
- Behaviour - rules, code of conduct, rewards / sanctions
- Supervision by staff
- Curriculum
- Support programmes for vulnerable pupils
- Physical environment
- Involvement of pupils, for example peer support
- SEAL and Healthy Schools.

Responding to bullying

- All reports of bullying will be addressed and the priority will be to support those being bullied and to stop the bullying
- It is the responsibility of the member of staff to whom the bullying has been reported to obtain witness statements and conduct an initial investigation.
- We will work to help and support those responsible for the bullying to understand the impact of bullying and to change their behaviour.

Pupils who have been bullied will be supported by:

- Being offered the opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Establishing the wrong behaviour and the need to change
- Informing parents/guardians to help change the attitude of the pupil.

Procedures

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be investigated immediately by the member of staff who has been approached. Witness statements will be obtained and a record kept.
- A clear account of the incident will be recorded and given to a member of the SLT
- If necessary, a member of the Senior Leadership Team will talk to all concerned and decide upon appropriate action
- Class teachers will be kept informed
- Parents will be informed

- Sanctions will be used as appropriate (see Behaviour Policy)

The promotion of a caring, co-operative ethos is important. The only effective way of preventing bullying is to teach pupils from as early an age as possible that bullying is totally unacceptable.

As a school we need to co-ordinate inputs on bullying and relate them to other topics associated with care and concern for others. Anti-bullying themes are included in assemblies and circle times and present opportunities for bullying to be discussed.

Links with other Policies

All children will be taught strategies of dealing with and preventing bullying. This is part of the SEAL, Behaviour, PSHCE, Equalities, Child Protection / Safeguarding and E safety policies. It is important that children are taught the definitions of bullying and learn to use these strategies.

Monitor, Review and Evaluation

This policy is a working document and therefore is open to change and restructuring as and when the need arises.

The effectiveness of this policy will be assessed through:

- Analysis of bullying incident records
- Consulting with pupils, parents, careers, staff and stakeholders.

Reviewed August 2016