



Anti-Bullying Policy

Status:	Non-Statutory
Designated Committee:	Full Governing Body
Date Approved:	Autumn 2022
Date of Next Review:	Autumn 2023

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all children 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** (parents, teachers, governors, children and staff) who knows that bullying is happening is expected to report it. In line with our Equality Code we ensure everyone is treated fairly.

What Is Bullying?

Bullying is the intention of hurting another person. Bullying results in pain and distress to the victim. We use the acronym STOP (several times on purpose),

Different types of bullying (*the way the act of bullying is carried out*):

- Physical pushing, kicking, hitting, punching or any use of violence
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Psychological spreading rumours, excluding people deliberately, manipulation
- Cyber All areas of internet, such as email & internet chat room misuse Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities

Different forms of bullying (*What the act of bullying is targeting*):

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic/biphobia because of, or focussing on the issue of sexuality
- Disability disability taunts, graffiti, gestures
- Religious/cultural treating people of other faiths and cultures differently, name calling, taunts.
- Appearance or health related name calling about physical differences or illnesses (e.g. skin disorders such as morphea, an illness which requires ongoing medication e.g. cancer, diabetes, epilepsy)
- Transphobic focusing on the issue of gender uncertainty, especially if a certain gender doesn't fit their social 'norm'

It is important that children understand the message that bullying is not a one-off occurrence. If any behaviour of the above description happens several times, deliberately and is getting more frequent, then it is bullying and will be dealt with accordingly. This extends to the bullying of or by: school staff, parents or other staff within outside agencies.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Children who are bullying need to learn different ways of behaving. At All Saints, this is done through links to the school's Christian values of kindness, generosity, courage, self-control, wisdom and forgiveness. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, children and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All children and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Children and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated whether it is done by children, parents or school staff.

Signs and Symptoms

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

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine or appearance
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night, displays bedwetting behaviours or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

- Anyone who witnesses bullying must report incidents to the Head teacher, Deputy Head or a senior teacher.
- Incidents of bullying will be recorded by staff on behaviour incident form, In certain cases, as the behaviour policy points out, such as when the bullying is violent or physical, parents should be informed and will be asked to come in to a meeting to discuss the way forward
- If necessary and appropriate, police will be consulted
- The bullying behaviour or threats of bullying must be investigated by the Deputy Head or Head and the bullying stopped quickly
- An attempt will be made to help the bully (bullies) change their behaviour
- If the bullying occurs outside of school, members of staff are still obliged to deal with it in the same way as bullying is dealt with inside school.

Outcomes

- The bully (bullies) may be asked to genuinely apologise. As the behaviour policy points out, there are graded sanctions in school which will be adopted by the staff when the behaviour is investigated
- If possible, the children will be reconciled
- After the incident / incidents have been investigated and dealt with, each case will be monitored with weekly appraisals with the child being bullied to ensure repeated bullying does not take place. Close contact with parents to occur after each event of bullying as part of the monitoring process
- In certain cases, suspension or even exclusion will be considered
- Recorded information about bullying in and out of school will be monitored and used by senior staff to investigate potential patterns or trends in the bullying incidents with a view to helping to prevent future cases of bullying

Children who have been bullied will be helped by:

- Discussing what has happened
- Discovering the cause
- Acknowledging the need to change
- Informing parents and working with them
- Support from the school ELSA or another key member of staff
- The use of specialist agencies as appropriate

Parents:

- Most concerns about bullying will be resolved through discussion between home and school. However, where parents feel their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- If a pupil is involved in bullying out of school e.g on the street or by e- mail / texting, parents will be asked to work with the school in addressing their child's behaviour.
- Referral may be made to external support agencies where appropriate.

Anti-bullying measures

The school will raise awareness about bullying through:

- PSHE – Jig saw or SCARF (Safety, Caring, Achievement, Resilience, Friendship)
- Collective Worship
- A consistent and rooted use of the school's Christian values.
- Partaking in initiatives such as Anti Bullying Weeks, e.safety events and positive behaviour NED assemblies etc.
- The School Council

- Displays around school featuring the acronym: STOP
- Newsletter stories and messages
- A nominated member of staff to be available to parents – currently Mrs Thompson

Prevention

- writing a set of school and class rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- Lunchtime supervisors keeping an eye on children's behaviour in the playground and reporting incidents to the teaching staff
- Understanding that ALL children understand the acronyms S.T.O.P (Several Times On Purpose)
- Staff CPD/Training which focuses on anti-bullying
- Policy reviews (to take place every two years) which take into account child, governor and parent voice

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) - 0808 800 5793 Children's Legal Centre 0845 345 4345

KIDSCAPE Website

www.kidscape.org.uk 020 7730 3300

FAMILY LIVES Website

www.familylives.org.uk

Bullying UK (Part of Family Lives)

www.bullying.co.uk

Childline

www.childline.org.uk 0800 1111