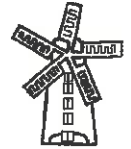




Anti-bullying Policy



St. Peter and St. Paul C.E. Primary School, Burgh-le-Marsh.

Anti-bullying Policy

"Striving for excellence together in a caring Christian community"

School Core values – **RESPECT**, **COMPASSION**, **COURAGE**

1 Introduction

- 1.1 Our school aims to provide an environment that is safe and secure for all members of the school community reflected in our strong Christian values. Respect, compassion and courage. Tolerance, understanding and compassion for each individual is promoted in our school.
- 1.2 We define bullying as the repeated action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

2 Aims and Objectives

- 2.1 We aim to make all those connected with St. Peter and St. Paul C. of E. Primary School aware of our opposition to bullying, and we make clear each person's responsibilities with regard to minimising all forms of bullying in our school.
- 2.2 We ensure that all children, parents / carers and adults within school have a common understanding of what bullying is. This is regularly communicated to parents and carers.
- 2.3 Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 2.4 We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.5 This policy aims to produce a consistent school response to any bullying incident that may occur.

3 The Role of Governors

- 3.1 The governing body supports the headteacher to prevent bullying from occurring in our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of unacceptable behaviour and bullying that do occur are taken very seriously and dealt with appropriately.

4 The Role of the Headteacher

- 4.1 It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying
- 4.2 The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Through our collective worship programme including SEAL (Social, Emotional Aspects of Learning) principles

Anti-bullying Policy

children are taught how to deal with and discuss their emotions in a positive manner and how to resolve problems that arise. This is reflected in the PSHE curriculum across the school.

- 4.3 The headteacher monitors the incidents of inappropriate behaviour and bullying that occur, and reviews the effectiveness of the school policy regularly.
- 4.4 The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely.

5 The Role of the School Staff

- 5.1 All staff in our school take all forms of inappropriate behaviour and bullying seriously, and are pro-active in dealing with incidents. Any serious incidents of inappropriate behaviour or bullying are reported on an incident form (available in the staffroom) and given to the headteacher.
- 5.2 All adults are expected to be pro-active in monitoring behaviour in and around school, recognising and rewarding positive behaviour as well as dealing with inappropriate behaviour.
- 5.3 All adults routinely receive training, which enables them to become equipped to deal with incidents of behaviour management.
- 5.4 Teachers and adults support all children in their class to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. St. Peter and St. Paul C. of E. Primary School holds weekly assemblies where these successes are celebrated and parents are informed in monthly newsletters.

6 The Role of Parents

- 6.1 Parents are informed of our school's expectation for pupil behaviour through the school prospectus, school website and the Home School Agreement.
- 6.2 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.
- 6.3 Where a Parent has a concern about their child we encourage Parents / Carers to talk to their child about what has happened, and in the first instance speak with the class teacher to share concerns. This will allow the teacher to discuss the issue with the children involved. Then if necessary the teacher will then take further action. (Refer to section 8)

7 Whole School Strategies to Minimize Bullying

- 7.1 We have set up friendship stops where children can go if they are not enjoying playtime and are training older children to support good behaviour by being "Playground buddies".
- 7.2 A regular programme of PSHE work, with emphasis on role play, will support this policy.
- 7.3 There are regular teacher – class discussion, e.g during circle time, dealing with friendship / playtime issues.

Anti-bullying Policy

- 7.4** Peer support is strongly emphasized : children are taught how to effectively support a bullied child and how to resist "joining in" with bullying;
- 7.5** The issues surrounding e-safety, cyber-bullying and other forms of inappropriate use of communication technology is explored and discussed with children in school. There is an annual programme of e-safety training for staff, children and parents / carers. Strategies for keeping children safe on line are covered as well as how to deal with concerns in and out of school.
- 7.6** Every year the school supports National Anti-bullying Week, raising awareness and opportunities for the whole school to reflect on our policy and practice.
- 7.7** A school Anti-Bullying Code is in use, giving clear advice to children on what to do if they are a witness to or a victim of bullying:

Anti-Bullying Code

If you see someone being bullied:

- DON'T rush over and take the bully on;
- DO let a teacher or other staff member know;
- DO try to be a friend to the person being bullied;
- DON'T be made to join in;
- DO try to help the bully stop bullying.

If you are a victim of bullying:

- TELL a teacher or another adult in school;
- Tell your family;
- TAKE a friend with you if you are scared to tell someone by yourself;
- KEEP telling people until someone listens;
- DON'T blame yourself for what has happened.

8 How the School Responds To Specific Allegations of Bullying

- 8.1** Children know who to talk to in the first instance. This will usually be their class teacher, but it could also be:
A member of the School Council / Friend
Another teacher known to them
Teaching Assistant / Adult in school
A Midday Supervisory Assistant
- 8.2** The children must be given every opportunity to report the bullying in the first instance, but it will be the class teacher / headteacher who will follow up allegations. Therefore, any other adult in a position of responsibility should feed back to the class teacher / headteacher as soon as possible.
- 8.3** The class teacher / headteacher takes steps to discuss the problem with the children involved to establish the situation and talk through any issues. An early resolution is sought using these tactics.
- 8.4** Both bullied and bullying parties are informed that the situation is being monitored by the headteacher. Parents of the children involved will be informed at this stage.
- 8.5** If there is no improvement, or further bullying occurs, the parents of the bullying child must be contacted in order to come into school to discuss the problem and

Anti-bullying Policy

to make clear that a zero tolerance policy is being adhered to. If further bullying takes place, there is a real risk that the bully will be excluded for a fixed term.

As a result of the discussion clear expectations are laid down as to:

- Expected behaviour and attitudes;
- Where the bullying child should be at specific times of the day;
- Who they should report to, and when;
- Who they should keep away from;
- What are the arrangements for beginning/ending lessons, lunchtimes, starting and ending day.

Individual circumstance will determine the precise arrangements to be made.

Support is given to the children involved in incidents of bullying to raise their self esteem and develop social skills. If appropriate adult support may be offered from appropriate outside agencies.

9 Equal Opportunities

9.1 This policy shall be applied equally to all.

10 Monitoring and Review

10.1 This policy will be reviewed according to any revision of statutory requirements or as stated on the Governors Monitoring and evaluation cycle.

10.2 Staff, Children, Parents and Governors are consulted in the reviewing of the Anti-bullying policy where possible.

10.3 Any suggested amendments will be presented to the governors for their discussion at their first meeting after the review.

This policy was reviewed through Pupil & Parental consultation and approved at a meeting of governors held on:

Signed:  Chair of Governors

Date: 22/01/17