

St Barnabas CE Primary School Anti-Bullying Policy 2015-17

Policy approved and adopted: February 2015
Due for review (every two years): February 2017

MISSION STATEMENT

At St Barnabas all children are valued as individuals made in the image of God. We educate and develop the whole child in order to be the best that they can be. We promote a spirit of belonging and encourage children to be aware of the needs, feelings and rights of others, and so make a positive contribution to society.

Christian values are central to the ethos of our school, especially those of: community, friendship, forgiveness, truth, courage and thankfulness.

STATEMENT OF INTENT:

At St Barnabas C of E Primary School children are taught about the values, attitudes and skills which foster mutual respect and caring towards others, creating an effective and caring school. Our mission statement is at the heart of St Barnabas C of E Primary School and is the basis for all of our policies. Bullying of any kind is unacceptable at our school. Everyone within our school has the right to feel safe, valued and protected and to be treated with respect and dignity (Article 28).

What Is Bullying? Bullying is defined as deliberately hurtful behaviour, repeated over a period of time. The main types of bullying are:

- Emotional- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical - pushing, kicking, hitting, punching or any use of violence
- Verbal - name-calling, sarcasm, spreading rumours, teasing
- Racial - racial taunts, graffiti, gestures
- Sexist - unwanted physical contact or sexually abusive comments
- Sexual orientation - cause of, or focussing on the issue of sexuality
- Virtual/Cyber-bullying - use of email or texts

It is not bullying when:

- there is no intention to hurt or harm i.e. behaviour is thoughtless or accidental;
- pupils are misbehaving/responding/reacting to one another in retaliation (Although this is not bullying, the misbehaviour is serious and will be dealt with immediately in School);
- there is a one off fight/argument between pupils of equal stature or strength;
- there is a good reason why others cannot be included in a group activity;
- a pupil is called a nickname with which she/he is happy.

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. Pupils who are bullying need to learn different ways of behaving. We have a responsibility to respond promptly and effectively to issues of bullying.

If bullying, or cyber-bullying does occur, all pupils should feel empowered to report it and know that incidents will be dealt with promptly and effectively

Aims and objectives of the anti-bullying Policy:

- All Governors, staff, parents and children should understand what bullying is.
- All Governors and staff should know what the school's Anti Bullying Policy is and follow it when bullying or cyber bullying is reported.
- All pupils and parents should be aware of the procedures to follow in the School's Anti-bullying policy.
- As a school we take bullying very seriously. Pupils and parents know that they will be fully supported when bullying or cyber bullying is reported.
- Bullying and cyber bullying will not be tolerated. It is our responsibility to ensure that when it occurs any incident of bullying is dealt with in line with this policy.

Involvement of parents/carers:

We encourage parents to let us know if they think that their child is being bullied at school. If bullying is taking place we meet with parents and jointly agree measures to attempt to solve the problem. The aim of the meetings is to minimise the likelihood of further bullying regardless of whether one is talking about the child who has bullied or the victim.

We will ensure that:

- Parents are clear about the joint problem solving focus.
- Parents' right to express their opinion is respected and they have an opportunity to have their say.
- The meeting is purposeful and ends on a positive note.

Prevention of bullying incidents at school:

There are many opportunities for children to develop their understanding of bullying and share their experiences, which is a strong preventative measure for bullying and cyber-bullying. We ensure that all children are aware of the behaviour classed as bullying and this is updated frequently through assemblies, philosophy for children, PSHCE integrated within the curriculum. In addition, we hold an anti-bullying focus week each year. Children are encouraged to 'tell' if they are being bullied and we have 'Worry Boxes' in each class for children who don't feel that they can speak to someone. We have a school Anti-bullying Charter which was developed by the School Council, in conjunction with the whole school and which is displayed in prominent places around school.

If bullying occurs:

- A secure environment is provided in which incidents can be reported confidently.
- The bullying behaviour is investigated and the bullying will be stopped quickly
- Incidents will be reported to the Senior Leadership Team (SLT)
- A log is kept of bullying incidents (including the date of the incident/s and the response
- The pupil who has been bullied is made to feel safe and treated in a respectful manner
- All pupils are made aware/shown that bullying is taken seriously.
- The school will protect and support all parties involved.
- The person who has bullied will be encouraged to behave in an acceptable way (refer to behaviour policy/restorative practices etc.).

- The bully/bullies will receive support to change their behaviour (e.g. ELSAs, Teachers and Behaviour Support Team if necessary)
- All incidents will be followed up and monitored.

Staff support and training:

The school will ensure that all staff receive training on the implementation of this policy. New staff induction will include policy awareness.

Assessment, monitoring, evaluation and reviewing:

This policy is reviewed on an annual basis by SLT and Governors

The monitoring of the effectiveness of the policy will be undertaken in a variety of ways including:

- Regular reviews of the bullying log
- Review of the effectiveness of interventions
- Annual school questionnaire for children
- Bi-annual questionnaire for parents
- School Council Review

Links to other policies

This Anti-bullying Policy should be read in conjunction with the following policies:

- Behaviour and Discipline
- Teaching and Learning
- SEN and Inclusion
- Single Equality Scheme
- Safeguarding
- Complaints / Parental Concerns

External support:

Anti-Bullying Alliance – www.anti-bullyingalliance.org.uk

Kidscape – www.kidscape.org.uk

NSPCC - <http://www.nspcc.org.uk/preventing-abuse/child-abuse-and-neglect/bullying-and-cyberbullying/>

Bullying Online – www.bullying.co.uk

Cyberbullying.org – www.cyberbullying.org

BBC Parental Guidance on Cyber bullying -

http://www.bbc.co.uk/schools/parents/cyber_bullying/

Childline – 08000 1111