

Anti-Bullying Policy

Carleton St Hilda's Church of England Primary School



INTRODUCTION

Bullying is deliberately hurtful behaviour that is repeated over a period of time. This can be name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone. It is one of the things that prevents young people from being healthy, feeling safe, enjoying and achieving, making a positive contribution and achieving economic well-being.

We believe that St Hilda's is a community where everyone feels safe, secure and valued. Bullying of any sort prevents this from happening and will not be tolerated. We work hard to ensure that all children know the difference between bullying and simply 'falling out'. This is reinforced through our Christian values, PSHE (Personal, Social, Health and Education) scheme of work, based on the SEAL (Social and Emotional Aspects of Learning) materials. Through this an appropriate attitude towards bullying behaviour is explored and discussed within the school year.

Definition of Bullying

At St Hilda's we pride ourselves on being totally committed to inclusion and consider ourselves a fully inclusive school, therefore we will not tolerate any bullying behaviour towards pupils. This includes bullying of pupils with disabilities or racist, sexual or homophobic bullying.

There is an agreed definition of bullying, which can be any of the following:

- deliberately hurtful (including aggression)
- repeated often over a period of time
- difficult for victims to defend themselves
- with an imbalance of power

Types of bullying

- physical – hitting, kicking, taking belongings
- verbal and written – name calling, insulting, making offensive remarks, including online
- indirect- spreading nasty stories about someone, exclusion from social groups
- Online bullying

Active and passive roles in bullying

People can take different roles in bullying, which include:

- A bystander is an observer, onlooker or witness to bullying.
- The ringleader – those leading the bullying, but not always the person ‘doing’ the bullying.
- Assistant(s) – those involved in ‘doing’ the bullying.
- Reinforcer(s) - support the bullying, might laugh or encourage other people to collude with what is going on.
- Outsider(s) - ignore any bullying and doesn’t want to get involved. This may sometimes include adults.
- Defender(s) - stand up for someone being bullied. Know that bullying is wrong. Feel confident enough to do something about it. We recognise and reward defenders of bullying.

When investigating incidences of bullying, we will ensure that all individuals concerned are dealt with appropriately in line with this policy.

AIMS AND OBJECTIVES

- We aim to provide pupils with a safe, caring and friendly environment where all can learn without anxiety.
- We ensure a ‘zero tolerance approach’ towards bullying, ensuring bullying behaviour is unacceptable and always challenged.
- Reports of bullying will be recorded and taken seriously.
- Pupils will be listened to, will know that it is “ok to tell”, who to tell and how to tell.
- We ensure pupils understand not to fight back or retaliate.
- We endeavour to provide a clear and swift response to any report of bullying behaviour.

ACTIONS

- Parents/carers will be informed of any incident, listened to, and will be kept apprised of how their concerns are being dealt with.
- Parents/carers of a pupil who is a perpetrator of bullying will be informed immediately and will have a responsibility of supporting school in their child facing and accepting the consequence.
- Victims will be listened to, supported and monitored as appropriate, and their parents informed.
- We ensure there is a consistent whole school approach to bullying.

Our Anti bullying Policy should be read in conjunction with our Behaviour Policy, Child Protection and PSHE Policy.

INTERVENTION AND PREVENTION

We have many strategies in place to deal with bullying which include circle time, whole school assemblies, SEAL, an active school council and clear day to day procedures as well as many cross curricular links to promote an anti-bullying school where emotional health and well-being is seen as paramount in developing a healthy and successful school learning community.

All members of staff work together to develop pupils’ self-esteem and confidence and promote a listening ethos where all pupils know ‘it’s ok to tell’.

PROCEDURES

St Hilda’s takes a ZERO-TOLERANCE approach to bullying.

At St Hilda’s we believe in direct action, immediate intervention and constantly reinforcing to pupils that all forms of bullying are unacceptable and will not be tolerated. Early involvement of parents is essential and accurate records of any incidents will be kept. The responsibility

of monitoring and recording incidents of bullying lies with the Head teacher. The Head teacher reports incidents of bullying in the termly report to governors and will also provide a termly report to governors outlining any trends or patterns of bullying incidents. We provide caring relationships and opportunities in PSHE lessons to consider and discuss behaviour towards others.

Information for staff

- If a child reports bullying, reassure them that they are behaving appropriately
- Do not promise confidentiality
- Dealing with the issue without reference to individuals in a class discussion may be helpful
- If the class teacher is not the adult initially approached by the child, then the class teacher must be informed
- The class teacher may judge that the incident is one which could be dealt with within normal classroom procedures and policies. If not, then the following strategies will be followed:

- a. An SLT member will be notified.
- b. The Head teacher will be notified and will discuss the issues with relevant parties, i.e. class teacher, welfare assistants, etc.
- c. We will contact the parents of the children involved and the details of the incident(s) will be explained to them.
- d. We will give support to the victim. The nature of the support will be appropriate to the needs of the child.
- e. We will work with the bully to help them understand their behaviour and so change it. Some of the strategies outlined above will be used, and arrangements will ensure that this is done sensitively so as not to compromise the support given to the victim.
- g. We will put in place sanctions that are appropriate and which may include:
 - i. apology to the victim
 - ii. loss of playtimes
 - iii. loss of privileges
 - iv. weekly reports
 - v. and as a last resort internal/external exclusion

Incidents outside the school's premises

School is not directly responsible for bullying incidents off the school premises however we encourage our pupils not to suffer in silence and it's ok to tell and we support pupils and parents/carers by providing advice on a range of steps to be taken. Any incident and advice given will be recorded.

THE ROLE OF GOVERNORS

The governing body supports the SLT in all attempts to eliminate bullying from our school. The governing body does not allow bullying to take place in our school, and agree that any incidents of bullying that do occur are taken seriously and dealt with appropriately. The governing body monitors incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Headteacher reports to governors the number of incidents of bullying that term. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

THE ROLE OF PARENTS/CARERS

Information for parents

If you think your child is being bullied

- Calmly talk to your child about what has happened.

- Reassure your child that telling you was the right thing to do. Tell them that there is nothing wrong with them.
- Make an appointment to see your child's teacher. Do not be deterred by your child asking you not to tell anyone. Early intervention is better than hoping things will sort themselves out.
- Explain in detail to the teacher what has happened. Be specific regarding who, what, where and when.
- 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 recruit friends. A child who has friends is less likely to be bullied.
- Stay in touch with school.

If you think your child is bullying other children

- Talk calmly to your child about what is happening, explaining that bullying is unacceptable and makes others unhappy
- Show your child how to join in with other children without bullying
- Discuss with your child's teacher how you and the school can stop the bullying
- Regularly check with school how your child is behaving

MONITORING AND REVIEW

All members of St Hilda's staff team adhere to this policy at all times. This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's incident book, and by discussion with the Headteacher. Governors analyse information with regard to the social groups (eg gender, age, ethnic background) of all children involved in bullying incidents.

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