ANTI-BULLYING POLICY

Author/Person Responsible	*Kirsty Robson*
Date of Ratification	*November 2021*
Review Group	*Standards Committee 1*
Ratification Group	*Standards Committee 1*
Review Frequency	*Every 2 years*
Review Date	*November 2023*
Previous Review Amendments/Notes	
Related Policies	Behaviour and Discipline; Child Protection; Code of Conduct; Confidentiality; Equality (including anti-bullying); Equal Opportunities; E-Safety; Moral, Social & Cultural; Sex & Relationships; Sprituality;
Chair of Governor's Signature	

Equality Impact Assessment (EIA) Part 1: EIA Screening

Policies, Procedures or Practices:	Anti-bullying Policy	DATE:	12/09/19
EIA CARRIED OUT BY:	Kirsty Robson	**EIA APPROVED BY:**	Standards Committee 1

Groups that may be affected:

Are there concerns that the policy could have a different impact on any of the following groups? (please tick the relevant boxes)	Existing or potential adverse impact	Existing or potential for a positive impact
Age (young people, the elderly; issues surrounding protection and welfare, recruitment, training, pay, promotion)		X
Disability (physical and mental disability, learning difficulties; issues surrounding access to buildings, curriculum and communication)		X
Gender reassignment		X
Marriage and civil partnership		X
Pregnancy and maternity		X
Race		X
Religion and belief (practices of worship, religious or cultural observance, including non-belief)		X
Gender identity		X
Sexual orientation		x

Any adverse impacts are explored in a Full Impact Assessment.

St Michael's Church of England Primary School, Winterbourne

Learn ~ Care ~ Enjoy

This school aims to be a learning community in which all:

- Achieve their full potential
- Are motivated to work independently and collaboratively
- Take initiative and responsibility
- Show respect and consideration for others and their environment

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Anti-bullying policy statement

St Michael's Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form. We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. It it is equally important that bullying of staff, whether by pupils, parents or colleagues, is unacceptable.

If bullying does occur, incidents will be dealt with promptly and effectively.

What is bullying?

Bullying is "Behaviour by an individual or a group, repeated over time, which intentionally hurts another individual either physically or emotionally."

This can be by:

● Emotional: being unkind, excluding, tormenting (e.g. hiding books or belongings, threatening gestures), nonverbal

● Physical: pushing, kicking, hitting, punching or any use of violence

● Racist: racial taunts, graffiti, gestures

● Homophobic: taunts, graffiti, gestures

● Verbal: name calling, spreading rumours, teasing

● Cyber: all areas of internet, such as social media, mobiles, calls and any misuse of technology.

Although we can't control or be responsible for bullying away from the school premises we can offer support and advice.

Why is it important to respond to bullying?

● Bullying can affect all aspects of a person's life and no one deserves to be a victim of bullying.

● Everyone at our school has the right to be treated with respect.

- Bullies need to be educated to manage their behaviour in other ways.

- Victims need to be supported and helped.

Our school has a responsibility to respond and investigate any suspected bullying.

Our intent as a school is that all members of our school community:

- Have an understanding of what bullying is

- Are aware of the school policy on bullying

- Are aware of the behaviour policy that may be put into place after an investigation of bullying (please refer to our Behaviour and Discipline policy)

- Are confident that, as a school, we take bullying seriously, pupils, parents/carers and staff will be supported through advice and action if necessary.

Responsibilities

A child may indicate they are being bullied through signs or behaviour. As adults, it is our responsibility to be aware of these signs which may include:

- A change in behaviour i.e. unexplained outbursts, anxiety, withdrawal

- Crying themselves to sleep at night or nightmares

- Refusing to come to school

- Feeling sick before school

- Falling behind in school work

- Damage to their clothes or property that they can't explain

- Unexplained cuts or bruises

- Aggressive or bullying behaviour to their siblings or other children

- Afraid to use the internet or mobile phone

- Nervous or jumpy when a text or message is received

These signs of behaviour could indicate other problems, but bullying should be considered and investigated.

In addition, it is our responsibility to:

- Speak to any child that you suspect is being bullied;

- Take any reports of bullying seriously and seek to prevent it from taking place;

- Record serious incidents using CPOMs;

- In serious cases, inform parents/carers and discuss any issues of bullying;

- Investigate all incidents of bullying behaviour in order for it to stop

- Help the perpetrator(s) to change their behaviour

- Support the victim and monitor for an agreed period of time after the resolution.

● In cases of persistent, proven bullying , the behaviour policy will be followed and consequences for the bully put into practice

It is the responsibility of the children:

● To tell anyone that they trust if they are being bullied and if the bullying continues they must keep telling.

● Tell if they see or hear of any bullying in our school (don't be a bystander).

The role of parents/carers

● Parents/carers who are concerned that their child might be being bullied or suspect that their child might be the perpetrator of bullying should contact the school by speaking to the class teacher. If they are not satisfied with the response then they should contact the head teacher.

● If a parent/carer has followed the above and is still not satisfied then they should follow the school's complaints procedure.

● Parents/carers have a responsibility to support the school's Anti Bullying Policy and actively encourage their child to be a positive member of the school.

● When bullying has taken place or an allegation of bullying is made then a member of staff will investigate and make other members of staff aware.

● If a child is a perpetrator and is repeatedly involved in bullying, they will be reported to the Head Teacher and will be dealt with in line with our behaviour policy and their parents will be contacted.

● Teachers and support staff will use a range of methods to help prevent bullying and establish a climate of trust and respect for all; they use drama, role play, stories etc, within the curriculum to help pupils understand the feelings of bullied children.

● Teachers and support staff will educate the pupils on how to avoid moving into bullying behaviour.

● Teachers and teaching staff will use the PSHE curriculum as a way to discuss bullying and they will use this as an open forum in which pupils are able to share thoughts and opinions.

Role of headteacher

● It is the responsibility of the headteacher to implement the school's anti-bullying strategies and ensure that the school's community is up to date with the policy and procedures.

● The head teacher will report to the governors when requested about the effectiveness of the anti-bullying policy.

● The head teacher ensures that the pupils are aware that bullying is wrong and is unacceptable behaviour in our school, the headteacher will draw the children to this fact at suitable times i.e. assemblies, class discussions or as indicated by the Behaviour Policy.

● The head teacher sets the benchmark of mutual support, respect and praise for success. This makes the school friendly and welcoming, ensuring that bullying is less likely to be a part of pupils' behaviour.

● The head teacher ensures that all staff are equipped to identify what bullying is and feel able to deal with these types of behaviour.

● The head teacher works closely with the deputy head to ensure that anti-bullying initiatives are regularly reviewed and implemented e.g. anti bullying week, assembly slots and whole class education.

● The head teacher and deputy head ensure that all children are surveyed annually about their perception of bullying using pupil questionnaires and analyse the results received, acting on issues raised and implementing changes where necessary.

The role of governors

● The governing body supports the head teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at our school and takes any incidents of bullying very seriously, they fully support the school in dealing with this type of behaviour.

● The governing body monitors incidents of bullying that occur and reviews the effectiveness of the policy on a regular basis.

● The governing body requires the head teacher to keep records of bullying and report the effectiveness of anti-bullying strategies.

● A parent who is dissatisfied with the way the school has dealt with bullying can ask the Chair of Governors to look into the matter. The governing body will respond to the request and investigate the matter. In all cases the governing body will inform the head teacher and ask that a full investigation be conducted and reported back to a representative of the governing body.

Monitoring and review

● This policy is monitored by the Headteacher who reports to the governors when necessary about the effectiveness of the policy.

● The policy will be reviewed every two years or earlier if necessary.

Useful information and websites

www.bullying.co.uk

www.kidscape.org.uk

The class teacher will be happy to discuss any concerns for your child regarding any of the issues outlined in this policy or otherwise.