

Vision Statement

The Christian family of St Paul'smoving forward together.
A caring, exciting and happy school where everyone succeeds!

Anti – Bullying Policy

This policy was created by the Senior Leadership Team after consultation with staff, pupils and stakeholders. It was formulated using guidance from Safer to Learn: Embedding anti-bullying work in schools. It will be reviewed every two years by the SLT and the Governing Body of St Paul's Church of England Primary School.

Statement of intent

The Government has made tackling bullying in schools a key priority and the DfE has made it clear that all forms of bullying, including those motivated by prejudice, must not be tolerated. No one should suffer the pain and indignity that bullying can cause. St Paul's Church of England Primary School fully recognises its responsibilities for tackling bullying behaviours at all levels. This policy applies to pupils, staff and all stakeholders of St Paul's Church of England Primary School.

What is bullying behaviour?

The Government defines bullying behaviour as;

'Behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally'

Bullying behaviour can take place between pupils, between pupils and staff or between staff; by individuals or groups; face to face, indirectly or using a range of cyber bullying methods.

Bullying behaviour includes: name calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups; and spreading hurtful and untruthful rumours.

Bullying behaviour can occur for a variety of reasons or no reason at all. Specific types of bullying behaviour include:

- Bullying related to race, religion or culture
- Bullying related to special educational needs (SEN) or disabilities
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying

Although sometimes occurring between two individuals in isolation, it quite often takes place in the presence of others. Pupils not directly involved in bullying behaviour can be unsure of what to do. Different roles within bullying behaviour have been identified:

- The ring leader, the person who through their social power can direct bullying behaviour
- Assistants/associates, who actively join in the bullying behaviour (sometimes because they are afraid of the ring leader)
- Reinforcers, who give positive feedback to the perpetrator, perhaps by laughing or smiling
- Outsiders/bystanders, who stay back or stay silent and thereby appear to condone or collude with the bullying behaviour
- Defenders, who try and intervene to stop the bullying behaviour or comfort those who experience bullying behaviour

There is no hierarchy of bullying behaviour and all forms of bullying behaviours will be taken equally seriously and dealt with appropriately.

How does the school tackle bullying behaviour?

The law empowers:

- Members of the school staff to impose disciplinary sanctions for inappropriate behaviour
- Use of Child and Family Support advisors to support the victim
- Head teachers, to such extent as is reasonable to regulate the behaviour of pupils when they are off school site
- School staff to use physical force in certain circumstances

The aims of the school's anti bullying strategies and intervention systems are:

- To prevent, de-escalate and /or stop any continuation of harmful behaviour
- To react to bullying incidents in a reasonable, proportionate and consistent way
- To safeguard the person (victim) who has experienced bullying behaviour and to trigger sources of support for them
- To apply disciplinary sanctions to the person (perpetrator) causing the bullying behaviour and ensure they learn from the experience, possibly through multi-agency support

Preventative strategies include;

- Effective school leadership that promotes an open and honest anti-bullying ethos
- Use of curriculum opportunities in particular PSHE/SEAL
- Use of the Child and Family Support advisors to put in place programmes where and when appropriate at a child and even at family level.
- Use of opportunities throughout the school calendar and school day to raise awareness of the negative consequences of bullying e.g. Anti Bullying Week in November; and whole school assemblies

Reporting and recording incidents of bullying behaviour

The school will encourage all stakeholders to report bullying behaviour in confidence; however if a person's safety is at risk then school staff cannot keep the information confidential.

A range of strategies are used by the school to encourage the reporting of bullying behaviour:

- 'Help Me' boxes – which are emptied daily by class teachers and acted upon
- TABS (The Anti Bullying School) Team – who have been nominated by each class
- Key workers for every child – as another significant adult in school

- School Council
- Talking to classteacher
- PSHE/SEAL (Social and Emotional Aspects of Learning) lessons
- Think Books – set up by class teachers for individuals

All pupils:

- Will have the confidence that their concerns will be treated promptly and seriously and that action will be taken which will not make the situation worse
- Will be able to access reporting routes easily
- Know that their class teacher and Unit Head will deal with their concerns and have trust both in them and the systems which the school uses

Reporting arrangement for parents/carers

Parents/carers are often the ones to report bullying incidents to the school and the school has systems in place to ensure they are dealt with:

- The office staff and other staff taking phone messages, notes or receiving visitors have clear procedures to records reports made by parents
- All staff are sensitive to the emotional needs of the parents making contact regarding an incident of bullying behaviour
- Parents have confidence that staff will act promptly, take the concern seriously
- Staff will take actions to agreed timescales and report back to parents on the progress
- Parents have the right to take further action if they do not feel their concern has been properly addresses through the school's Complaints Procedure

The school has a system for recording incidents or suspected incidents of bullying behaviour. This allows the school to:

- Manage individual cases effectively
- Monitor and evaluate the effectiveness of its strategies
- Celebrate the anti-bullying work of the school
- Engage in multi- agency teams as necessary

Policy to be reviewed September 2016