



St. Nicholas' Primary School

Anti-Bullying Policy

1) Objectives of this Policy

St Nicholas' Primary School's Anti-Bullying Policy outlines what St Nicholas' Primary School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the school community.

2) Our School Community:

- ❖ Discusses, monitors and reviews our anti-bullying policy on a regular basis
- ❖ Supports staff to promote positive relationships and identify and tackle bullying appropriately. This includes incidents that occur outside the school grounds and outside of school hours that involve our pupils.
- ❖ Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- ❖ Reports back to parents/carers regarding their concerns on bullying and deals promptly with complains. Parents/ carers in turn work with the school to uphold the anti-bullying policy
- ❖ Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹

3) Definition of bullying

Bullying is:

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

Bullying includes: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging, emailing, messaging (cyber bullying); 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.²

4) Forms of Bullying

5)

Bullying can happen to anyone. This policy covers all types of bullying including:

- ❖ Bullying related to race, religion or culture
- ❖ Bullying related to special educational needs
- ❖ 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

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

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- ❖ Sexist or sexual bullying

6) Preventing Bullying: Involvement of Pupils

We will:

- ❖ Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience through weekly SEAL lessons, Annual Anti Bullying Week and regular circle times.
- ❖ Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.
- ❖ Actively create "safe spaces" for vulnerable children and young people.
- ❖ Have books and information about bullying in classrooms and the library.
- ❖ Encourage good behaviour through incentives such as stickers and weekly SEAL class challenges.
- ❖ Regularly canvass children and young people's views on the extent and nature of bullying
- ❖ Ensure all students are aware of the range of sanctions which may be applied against those engaging in bullying
- ❖ Publicise the details of helplines and websites.
- ❖ Involve pupils in anti-bullying campaigns in schools.
- ❖ Ensure students know how to express worries and anxieties about bullying.

7) Preventing Bullying: Involvement of Staff

We will:

- ❖ Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- ❖ Train all staff to identify bullying and follow school policy and procedures on bullying.
- ❖ Review the Bullying Incident Forms to identify and address potential issues.

7) Preventing Bullying: Involvement of Parents and Carers

We will:

- ❖ Ensure that parents / carers know whom to contact if they are worried about bullying
- ❖ Ensure parents know about our complaints procedure and how to use it effectively (displayed around the school).
- ❖ Ensure parents / carers know where to access independent advice about bullying.
- ❖ Work with parents and the local community to address issues beyond the school gates that may give rise to bullying.
- ❖ Provide parents with information on staying safe on the computer. www.thinkyouknow.co.uk (CEOP: Child Exploitation and Online Protection Centre)

8) Dealing with Bullying

Pupils need to:

- ❖ Tell someone if they are being bullied. This might be any member of staff, parents, carers, friends, School Council, Community Police Officers and Governors.
- ❖ Try to be confident.

Pupils may:

Write the bullying incident down and put it in the class worry box.

Say to the person doing the bullying, " Please stop, I do not like it. I will tell my teacher."

Contact Childline **08001111** www.childline.org.uk.

Staff need to:

- ❖ Take the incident seriously.
- ❖ Deal with the incident fairly and consistently in line with the policy.
- ❖ Reassure the 'victim'.
- ❖ Talk to the children involved to establish what has happened.
- ❖ Seek to establish witnesses to secure evidence to support the victim's statement.
- ❖ Explain clearly what behaviours were unacceptable and why.
- ❖ Give appropriate punishment (following the behaviour policy) to the person doing the bullying.

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- ❖ Inform the parents of all children involved.
- ❖ Record the incident on the Bullying Incident Form and give a copy to the Headteacher.
- ❖ Speak to classes/school where appropriate about the incident.
- ❖ Monitor recorded incidents on a regular basis (senior leaders).

Support for the child being bullied ('victim'):

- ❖ The 'victim' will be informed of the outcome and actions taken following the bullying incident.
- ❖ The 'victim' will be given the opportunity to tell the child doing the bullying how they feel (when and if appropriate).
- ❖ The 'victim' will be given support to feel safe.
- ❖ Measures will be put in place to try to prevent the bullying happening again.
- ❖ The situation will be reviewed to make sure the bullying has not continued.
- ❖ The victim may be given a book to record daily feelings and incidents.
- ❖ The victim will be given opportunities to develop friendships and join clubs.

Support for the child doing the bullying:

- ❖ They will be told that what they have done is wrong and will be given a punishment.
- ❖ Their parents will be involved.
- ❖ They will listen to how the 'victim' feels.
- ❖ They will talk to someone they trust about how they are feeling
- ❖ They will be encouraged to develop their hidden talents and skills.
- ❖ They will be given opportunities to develop friendships and join clubs.
- ❖ They may be referred to outside agencies for further support.

8) Links with other school policies

This Policy links with a number of other school policies including:

- ❖ Complaints policy
- ❖ Behaviour Policy
- ❖ Confidentiality Policy

9) Monitoring and Review

We will review this Policy at least every year as well as if incidents occur that suggest the need for review. This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

Date agreed September 2016

Date for review Sept 19

Headteacher R Crouch

Anti Bullying Co-ordinator V Davison

Link Governor S. Bhatt

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