

ST BEDE'S RC PRIMARY SCHOOL ANTI BULLYING POLICY



*As one
we learn together,
play together,
pray together,
as one*

Definition

Bullying is intimidating behaviour, consciously or unconsciously inflicted upon others. It may be social, physical or psychological in nature. It can take a great variety of forms and will be taken seriously even if it has occurred on one occasion.

Aims

- To ensure that all staff, parents, pupils and governors are aware that bullying is viewed seriously.
- To create a safe environment where each child and each member of the school community can feel valued and secure in line with the School Mission Statement.
- To eliminate bullying.

Objectives

- To give pupils and parents the confidence to make staff aware of instances of bullying.
- To achieve consistency of approach in dealing with such instances.
- To ensure all staff implement the agreed procedures.
- To distribute policy to staff, parents and governors (to discuss policy with parents at reception induction meeting)
- To provide further INSET training for all staff and governors on the agreed procedures.
- To name Governor who will liaise with school and put in place a programme of monitoring.

Strategies for Implementation

Awareness Raising

The awareness of the problems associated with bullying and its anti-social, anti-school nature must be raised at Assemblies / collective worship and with children themselves.

To make staff aware of incidents of bullying which can include:

- Name-calling
- Malicious gossip
- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Pinching/Kicking/Jostling/Teasing/Intimidation/Extortion/
- Ostracising
- Damage of school equipment

Help Staff to recognise signs of distress

- Withdrawn
- Deterioration of work
- Illness
- Isolation
- Desire to remain with adults
- Erratic attendance
- General unhappiness/anxiety/fear
- Late arrival
- Bed wetting and other signs noted in SEND Policy

Help Staff to recognise the difference between bullying / bossiness and bullying / boisterous behaviour

It must be emphasized that bullies can operate behind a wall of fear and therefore can easily escape detection if bullying incidents are not reported. We must create a 'telling school' arising out of a listening and safe environment. Suggestion boxes / worry boxes are placed around school to allow children to express any concerns.

Dealing and coping with bullying incidents is the responsibility of all members of staff teaching and non-teaching.

- All staff must be aware of the route of approach:
- When an incident is observed or reported - the child must be listened to in order to establish the facts. An outline of facts are to be written down.
- The information is to be given to the Head Teacher.
- The Head Teacher will discuss problem with victim and with parent. The Head Teacher will discuss with 'bully' and inform their parents.

- The Head Teacher and class teacher will monitor situation.
- If further action is taken - Report to Governors using the official complaint procedure.

Framework for anti-bullying

- Encourage caring and nurturing side of children
- Whole school activities / liturgies linked to the 'Statements to live by'
- Work for caring co-operative ethos / home corner / paired or group work
- Discuss friendships
- Ensure adequate supervision in playgrounds
- Positively encourage caring and discourage bullying
- Give support to both victim and bully
- Reward non-aggressive behaviour
- Help parents to understand unacceptability of bullying i.e. no 'hit him back' attitude
- In-service training / discussion / for all staff.

Be aware of language used, which can often give permission for bully by saying

- You must have done something to deserve it
- Go and hit him back
- Don't be a wimp/baby
- Boys will be boys
- It will sort itself out
- It is part of growing up
- Got to take it like a man
- Must learn to look after themselves
- Don't tell tales (be aware of consistent complaint).

Monitoring and Review

The Head Teacher will meet regularly with children until satisfied problem has been resolved. There will be on-going discussion with both teaching and non-teaching staff who may have information regarding the incident.

Nominated members of staff:

Chair of Governors: Mr David McShane

Child Protection:

Leigh anne Young

Sam Keys

Theodora Weatherburn

Jaqueline Howell

This Policy was ratified on
Signed:.....(Chair of Governors)

Review Date:.....
Signed: (Head Teacher)