

REDCOURT - ST ANSELM'S



ANTI BULLYING POLICY

[Including EYFS, KS1 and KS2,
Before and After School Care]

REVIEW DATE: OCTOBER 2018

R Jones
September 2017

This policy has been written in consultation with Staff and Governors of Redcourt St. Anselm's School and with due regard to the school's mission statement and should be read in conjunction with the Whole School Behaviour Policy.

'Growing Together in God's Love'

References

"Don't suffer in Silence" Comprehensive anti-bullying pack for schools and teachers promoted by the DfES (Now DCSF).

<http://publications.teachernet.gov.uk/eOrderingDownload/DfES%200064%20200MIG479.pdf>

"Safe to Learn: Embedding Anti-Bullying Work in Schools" (DCSF guide)

<http://www.teachernet.gov.uk/-doc/11907//Summary%20-%20Safe%20%20Learn.pdf>

"Bullying" : An ISC Child Health and Wellbeing Working Party Guidance Update Five

<http://www.antibullying.net/adultsinschools.htm> - Source of anti – bullying support for school communities.

"Where You are NOT Alone" <http://www.bullying.org/Technological>

Independent Schools' Bursars Association

www.teachernet.gov.uk

www.antibullying.net

www.bullying.org

www.listentomystory.co.uk

www.cyberbullying.org

DfE Preventing and Tackling Bullying 2014

Equality Act 2010

0-25 SEND Code of Practice 2014

NSPCC Childline

Wirral Local Safeguarding Children

Board Advisory Team

Course.ncalt.com

CTSA 2015

KCSiE 2016 Part 1 including Annex A

Cyberbully: Advice for Headteachers and school staff 2014

Working Together 2017

Please read this Policy with reference to:

School Mission Statement Document

Reaching Out – Essentials of an Edmund Rice Education

Behaviour Policy

SEN-LDD and Inclusion Policy

Staff Handbook

E-Safety Policy

Social Networking Policy

Child Protection and Safeguarding Policy

A Summary of Good Practice for Child Protection and Safeguarding Document

Use of Cameras and Recording Devices Policy

Use of mobile phones policy

PHSEE+C Curriculum

PHSEE+C Scheme of Work

Equal Opportunities Policy (Part 1)

Equal Opportunities Policy (Part 2)

Race Equality Opportunities Policy

Community Cohesion Policy

Spiritual and Moral Development Policy

Transition of Pupils To and From Redcourt Policy

Attendance and Absence Policy

Bereavement Policy

SEN-LDD, Inclusion and Welfare Confidentiality and Information Sharing Policy

Anti-Biting Policy

Health and Safety Policy

Anti Substance Abuse/Drugs Policy

Whistle Blowing – Raising Reasonable Concerns about Professional Malpractice Policy

Please read with reference in particular to those policies listed above in bold type.

Redcourt St Anselm's seeks to promote fundamental British values at every opportunity having due regard for the need to prevent people being drawn into radicalisation and terrorism.

AIMS AND OBJECTIVES

In an ideal world, bullying would not take place. Where it is proven to exist, it must be addressed immediately and brought to a speedy end. Our school must provide an environment and systems where this can take place and where no one feels that they must suffer in silence.

DEFINITION OF BULLYING

Bullying may be defined as the intentional hurting, harming or humiliating of another person by physical (including sexual), verbal (including chat room and SMS messages), and emotional means (by excluding, tormenting or spreading malicious rumours). It can involve manipulating a third party to tease or torment someone. It may therefore be racial, religious, cultural, sexual/sexist, homophobic, special needs and disability, or because a child is adopted or is a carer, or cyber in its orientation. It can involve complicity that's falls short of direct participation. Bullying is often hidden and subtle. It can also be overt and intimidatory.

Bullying can happen anywhere and at any time and cause lasting psychological damage. It may result in criminal prosecution (harassment and threatening behaviour) or civil injunction.

We always treat it very seriously. It conflicts sharply with the school's policy on equal opportunities, as well as with its social and moral principles.

SIGNS OF BULLYING

Changes in behaviour that may indicate that a pupil is being bullied include:

- Unwillingness to return to school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoiled by others
- Books, bags and other belongings suddenly go missing or are damaged
- Change to established habits (e.g. giving up music lessons, change to accent or vocabulary)
- Diminished levels of self confidence
- Frequent visits to the Welfare Room with symptoms such as stomach pains ,headaches
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, experiences nightmares
- Talking of suicide or running away

Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.

PREVENTATIVE MEASURES

We take the following preventative measures:

1. We use appropriate Assemblies to explain the school policy on bullying. Our PSHEE + C programme is designed to give pupils an awareness of their social and moral responsibilities as they progress through school. The programme reinforces the message about community involvement and taking care of each other.
2. Other lessons, particularly RE, English and Drama highlight the issue of bullying and moral and spiritual values that show bullying to be unacceptable. They also help develop social skills.
3. All our pupils are encouraged to tell a member of staff at once if they know that bullying is taking place.
4. All reported incidents are recorded and investigated at once. **We always monitor reported incidents.**
5. Staff are always on duty at times when pupils are not in class and patrol the school site, particularly areas where bullying might occur.

They are trained to be alert to any inappropriate language or behaviour.

6. We reserve the right to investigate incidents that take place outside school hours, on school visits and trips and that occur in the vicinity of the school, involving our pupils.
7. We welcome feedback from parents and guardians on the effectiveness of our preventative measures.

CYBERBULLYING – DEFINITION

Mr Bill Belsey, the creator of the web site: <http://www.cyberbullying.org/> defined this unpleasant phenomenon in the following terms:

“Cyberbullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others.”

Cyberbullying can involve Social Networking Sites, like Bebo and Myspace, Instagram, vine, emails and mobile phones, used for SMS messages and as cameras.

With the increasing availability to children of electronic devices online, E-Safety and Anti Bullying education for children will be delivered as part of the PHSEE+C and ICT/Computing Curriculum.

CYBERBULLYING – PREVENTATIVE MEASURES

In addition to the preventative measures described above, Redcourt St Anselm's school:

- Expects all pupils to adhere to its charter for the safe use of the internet. Certain sites are blocked by our filtering system and our IT Subject Leader monitors pupil's use.
- May impose sanctions for the misuse, or attempted misuse of the internet.

Please refer to the school's E-Safety Policy.

PROCEDURES FOR DEALING WITH REPORTED BULLYING

If an incident of bullying is reported, the following procedures are adopted:

- The member of staff to whom it was reported or who first discovers the situation, will control the situation, reassure and support the pupils involved.
- He/She will inform the Senior Teacher / Head as soon as possible.
- The Senior Teacher / Head will calmly explain the range of disciplinary measures that are involved.
- The victim will be interviewed on his/her own and asked to write an account of events.

- The bully, together with all others who were involved, will be interviewed individually and asked to write down an immediate account of events.
- The incident will be recorded on the incident red forms.
- All teachers/assistants should be informed.
- The parents/guardians of all parties should be informed and invited in to school to discuss the matter. Their support should be sought.
- A way forward, including disciplinary sanctions and counselling, should be agreed. This should recognise that suitable support is needed both for children who are being bullied and for pupils who bully others, as well as dealing with appropriate disciplinary measures.
- A meeting involving all the parties, with close staff supervision, could be helpful in developing a strategy for all concerned to close the episode.
- A monitoring and review strategy will be put in place.
- The victim will be interviewed at a later stage by a member of the pastoral team, separately from alleged perpetrator. It will be made clear to him/her why revenge is inappropriate. He/she will be offered support to develop a strategy to help him or herself.
- The alleged bully will be interviewed at a later stage by a member of the pastoral team, separately from the victim, and it will be made clear why his/her behaviour was inappropriate and caused distress. He/she will be offered guidance on modifying his or her behaviour, together with any appropriate disciplinary sanctions.

REVIEW

This policy will be reviewed by the Senior Teacher / Head in light of any experience gained through dealing with any incident /s

SANCTIONS

Please refer to the Whole School Behaviour Policy. Normal sanctions will be applied. However, stronger sanctions will be applied in the most serious of cases eg exclusion.

Redcourt St Anselm's recognises that bullying incidents should be treated as a child protection concern when there is a reasonable cause to believe that a child is suffering or likely to suffer significant harm. In which case the school's safeguarding policy and procedures will be implemented. In accordance with KCSiE 2016 Part 1 including Annex A staff recognise that some forms of bullying eg sexting must also be reported to the police.

Parents

This policy is available on the school website and has been a focus feature in the Redcourt Record. Parents and pupils sign a home/school conduct agreement annually.

STAFF TRAINING

Staff will undertake regular anti-bullying training. Staff completed online Safeguarding Level 1 training in September 2016. All staff received Anti-Bullying training on 13.09.2017. Welfare discussions take place on a regular basis. Welfare including monitoring pupils behaviour incidents for bullying are

a standing item at all Staff / SLT and GB meetings. Raising awareness by staff memo of closer supervision during break times.



An Anti-Bullying Home/School Agreement for Redcourt St Anselm's

"Bullying is behaviour by an individual or group which is repeated over time, where an imbalance of power is used to intentionally hurt another either physically or emotionally."

Our school community will:

- Work with Staff, pupils and parents/carers to create a school community where bullying is not tolerated.
- Discuss, monitor and review our anti-bullying policy every two years.
- Keep a high profile in and around the school to prevent bullying behaviours developing.
- Support staff to promote positive relationships and identify and tackle bullying appropriately.
- Investigate incidents of bullying and take action where necessary, supporting individuals at all times.
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively so that pupils feel safe to learn and that pupils abide by the anti-bullying policy.
- Report back quickly to parents/carers regarding any concerns on bullying and deal promptly with complaints. Parents/ carers in turn will work with the school to uphold the anti-bullying policy.
- Learn and share good practice and utilise the support of other agencies where appropriate.

Director of Edmund Rice Schools: Mrs R Maguire
(*On behalf of the Trustees*)

Chair of Governors: Mrs T Cleugh

Headteacher: Miss R Jones

Parent/Carer: _____
(Signature)

Pupil: _____(Signature) _____(Print)

Date: _____