



Antibullying Policy

Introduction

This policy reflects a belief that bullying is not acceptable under any circumstances and that it is best prevented through the development of a school ethos based on mutual respect, fairness and equality. It acknowledges that bullying behavior is problematic for the victim and perpetrator alike and embodies support and management strategies.

When there is 'reasonable cause' to suspect that a child is suffering, or is likely to suffer, 'significant harm', a bullying incident should be treated as a child protection concern. Where this is the case, the school will report concerns to the Referral and Assessment Team. If the School feels that a criminal offence may have been committed it will seek assistance from the police.

Principles

- all children have an absolute right to be educated in a safe and secure environment and to be protected from others who may wish to harm, degrade or abuse them;
- there is **no justification whatsoever** for bullying behaviour and it should not be tolerated in any form;
- differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying;
- bullying behaviour is a problem for both the bully and the victim and should be addressed in positive and constructive ways which provide opportunities for growth and development for the bully and victim alike;
- effective management of bullying is a shared responsibility and strategies should involve school staff, parents and other professionals;
- it is important to invest time and resources in the prevention and management of bullying and staff require advice, training and support to manage it with confidence.

Aims

- to respect the rights of children and to safeguard and promote their welfare;
- to emphasise the School's zero tolerance towards bullying;
- to eliminate intimidating behaviour and promote an ethos in which each pupil feels safe;
- to ensure consistency in procedures for dealing with incidents of bullying;
- to demonstrate to bullies that their behaviour is unacceptable and reassure victims that action will be taken to keep them safe;
- to record all incidents of bullying and monitor the effectiveness of strategies for bringing it under control.

Definition

Bullying is defined as 'deliberately hurtful behaviour that is:

- repeated;
- intended to hurt someone either physically or emotionally;
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation.

Bullying involves an imbalance of power between the perpetrator and the victim. This could involve perpetrators of bullying having control over the relationship which makes it difficult for those they bully to defend themselves. The imbalance of power can manifest itself in several ways.

Bullying behaviour may be direct or indirect. Direct forms include physical violence and threats; verbal assaults and taunts; the destruction of property; extortion; unwanted sexual interest or contact. Examples of indirect forms of bullying include ignoring and the withdrawal of friendship; excluding; malicious gossip and spreading rumour; abusive or oppressive graffiti.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils are actively encouraged to report bullying in our school. Teaching, support and ancillary staff at St Paul's are alert to signs of bullying and act promptly.

St Paul's CE Juniors takes all forms of bullying seriously and is particularly concerned to take action in relation to any incidents which involve racist, sexist, disablist or homophobic elements. In all such cases these issues will be specifically addressed with the bully and their parents in the course of post incident management. Incidents of bullying will be reported to the governors and to the local authority as part of the termly monitoring visit.

Scope

This policy applies only to incidents of bullying which take place on school premises. St Paul's CE Junior School is not **legally** responsible for bullying which takes place elsewhere.

However, the school has an enduring interest in the welfare and conduct of its pupils and if appropriate will respond positively to any information it receives about bullying outside school thus:

- if it emerges that if a pupil is responsible for bullying other children outside school then this matter will be addressed and (if appropriate) the bully's parents informed;
- if a child is found to be the victim of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed;
- if there are more general concerns about children's safety outside school then the local police will be contacted and their help sought in making the area around the school premises more secure;
- if information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents. If concerns persist then the matter will be referred to the Referral & Assessment Team;
- If children are being bullied by pupils of another school the Head of that school will be informed and invited to deal with the matter.

Prevention

All staff will be made aware of the issue of bullying and the need to apply the school's policy of zero-tolerance consistently when episodes of bullying are witnessed or reported. Staff will constantly reinforce the message to children that bullying is unacceptable and will take positive action to prevent and control it.

In addition the issue of bullying will be raised with pupils at a number of levels including:

- at whole school level – through assemblies when children will be informed of the school's zero-tolerance policy and the actions that will be taken to prevent bullying taking place;
- at classroom level – during lesson and circle time;
- at individual level – children who are felt to be at risk of bullying (or who have suffered from bullying in the past) will be offered additional support and guidance;
- Children who have bullied others will be given advice and support and taught strategies to enable them to bring their unacceptable behavior under control and to prevent further incidents.

The School recognises that there are particular times when children may be more vulnerable to bullying – lunch and break times and the beginning and end of the school day. Arrangements will be made to ensure that at such times there is adequate supervision available to reduce the risk of incidents. If there are locations about the school in which incidents or bullying are likely to occur

arrangements will be made to ensure that these are properly supervised or pupils will be forbidden access to these areas.

Children will be encouraged to talk to staff about incidents of bullying which they experience or of which they may be aware. In these circumstances staff will respond positively, take the expression of concern seriously and ensure that the matter is fully investigated.

Parents who believe their children are the victim of bullying should share their concerns with school at the earliest opportunity and be prepared to work with school. All expressions of concern will be taken seriously and investigated thoroughly. Similarly if parents believe their child is bullying others, this information should be shared with school so that the problem can be addressed and a plan agreed to prevent further incidents and the perpetrator helped to change their behaviour.

All of these preventative strategies operate within a school ethos founded on equality, fairness and respect in which individual differences are celebrated and seen as a source of enrichment. In order to help children learn and develop appropriate responses to others, all staff at all times will treat each other, children and parents with courtesy and respect and will model appropriate and acceptable behaviour. (see Code of Conduct)

Parental involvement

The School is firmly committed to working in partnership with parents and believes that working together achieves the best outcomes. The School recognises the important influence which parents have on their children and would wish to enlist their support when their child is involved in bullying – either as victim or a perpetrator. If a child is involved in a single serious incident of bullying or there is evidence that the same child is involved repeatedly in less serious incidents (either as a victim or a perpetrator) school will inform parents and invite them to become involved in the management of the problem and the prevention of further incidents. Isolated and less serious incidents will be managed by school staff and parents informed.

Implementation

The School is committed to creating a bully-free environment and will ensure that this policy is applied rigorously. All staff will take responsibility for addressing incidents which fall with the school's definition of bullying and ensure that the victim receives the required support, the bully is informed of the unacceptability of the behaviour and a record is made of the incident. All children will regularly be reminded that staff want to be informed of any incidents or concerns and that action will be taken when bullying is reported.

Incident management

The School will take firm, decisive action to deal with any incident which is witnessed by or reported to any member of staff.

Post incident responses for the victim

A proactive, sympathetic and supportive response will be offered to victims. The exact nature of which will be determined by the particular child's needs and may include:

- immediate action to stop the incident and secure the child's safety;
- positive reinforcement that reporting the incident was the correct thing to do;
- reassurance that the victim is not responsible;
- strategies to prevent further incidents;
- sympathy and empathy;
- counselling;
- befriending;
- assertiveness training;
- extra supervision/monitoring;
- creation of a support group;
- peer mediation/peer mentoring;
- informing/involving parents;
- mediation between the perpetrator and the victim;
- arrangements to review progress.

For the bully

The School will adopt a supportive, problem-solving approach to enable bullies to behave in a more acceptable way. We do not believe that the use of punishment is helpful in managing this problem but is of the view that the positive use of sanctions can be useful in demonstrating to bullies that their behaviour is unacceptable, and in promoting change.

Responses to incidents of bullying behaviour will be proportionate – the more serious the cause for concern the more serious the response. When sanctions are necessary they will be applied consistently and fairly. The following options will be considered:

- immediate action to stop an incident of bullying in progress;
- engagement with the bully to reinforce the message that their behaviour is a breach of school rules and is unacceptable;
- loss of lunch/break time privileges;
- removal from class/group;
- withholding participation in sports or out of school activity (if not essential part of curriculum)
- parents informed;
- counselling;
- mediation between the perpetrator and the victim;
- internal exclusion;
- fixed periods of exclusion;
- permanent exclusion (in extreme cases which may involve violence);
- rewards/positive reinforcement to promote change and bring unacceptable behaviour under control.

Monitoring and evaluating

Each incident of bullying falling within the school definition will be recorded. Any incidents with a racist, sexist, disabilist or homophobic element will be identified.

Monitoring indicating the extent of the problem and any trends which may emerge will form part of the Headteacher's Report to Governors. Senior staff and Governors will evaluate the effectiveness of the policy and agree adjustments that may be necessary to address any ongoing concerns.

This policy will be reviewed every two years.

HISTORY

Date	Ref	Amendments
December 2012		Policy reviewed - minor amendments but none which change current practice in school.
September 2015		Policy reviewed and amendments made
July 2016		Policy reviewed – formatting changes made but no amendments to the main body of the policy. Review date changed from annual to every two years.

Appendix 1. St Paul's CE Junior School Anti-Bullying Policy - In Brief

Introduction

St Paul's CE Junior School has an anti-bullying policy to meet Department of Health and DCSF requirements contained in Working Together and "Don't Suffer in Silence" – also to comply with the Human Rights Act 1998.

Principles

- Bullying behaviour is unacceptable in any form.
- All children have a right to an education free from fear, harassment or degradation.
- Bullying behaviour is a problem for both the bully and victim alike.
- Best outcomes follow when school can work with parents to address concerns about bullying behaviour and victimisation.

Definition

Behaviour by one person or group **intended** or **perceived** to cause hurt, pain, suffering, humiliation or degradation to another person or group, including - racism, sexism, disabilism and homophobia

Scope

The School is legally responsible only for incidents of bullying which occur on school premises. It is however concerned about pupils conduct and welfare outside school and will address issues that come to light from other sources.

Prevention

St Paul's CE Junior has a zero-tolerance attitude to bullying. All staff have a responsibility for dealing with this problem. Children will have their awareness of the issue raised at a number of levels and be informed of Schools expectations about the unacceptability of bullying and what to do if they experience or are aware of bullying by others.

Parental involvement

The School recognises the important part parents/carers play in supporting their children and promoting change. School welcomes the active involvement of parents (of both victim and bully) in bringing this problem under control. Parents/carers will be kept informed of any concerns the school has about their children in relation to this issue.

Implementation

All staff are responsible for the rigorous application of this policy and ensuring that the incidents falling within the school's definition are properly recorded.

Post incident responses

For the Victim –protection, sympathy/empathy/counselling and advice on how to avoid future incidents, mediation (where appropriate) and support.

For the Bully - reinforcement that behaviour is unacceptable, proportionate use of fairly and consistently applied sanctions (possibility of exclusion for serious cases); advice and instruction on how to behave better; reinforcement and support for improved behaviour.

Monitoring

This policy will be reviewed annually.