

# ST. CHAD'S C.E.(C) PRIMARY SCHOOL

## ANTI BULLYING POLICY

### "Building Together with Jesus for a better future"

We are a Church of England School and our policies are written with a commitment to our Christian Character, which is rooted in the Bible.

*All Scripture is given by inspiration of God, and is profitable for doctrine, for reproof, for correction, for instruction in righteousness, that the person of God may be complete, thoroughly equipped for every good work. (2 Timothy 3:16-17)*

#### **Background:**

There are a number of statutory obligations on schools with regard to behaviour which establish clear responsibilities to respond to bullying. In particular section 89 of the Education and Inspections Act 2006:

- provides that every school must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils;
- gives head teachers the ability to discipline pupils for poor behaviour that occurs even when the pupil is not on school premises or under the lawful control of school staff. Although bullying in itself is not a specific criminal offence in the UK, it is important to bear in mind that some types of harassing or threatening behaviour - or communications - could be a criminal offence, for example under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. This ability given to headteachers can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

#### **Bullying: Our school's values and beliefs**

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- Everyone in the school community has the right to feel happy, safe and included.
- Everyone has the right to work in an environment without harassment, intimidation or fear.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.
- Both those who are bullied and those who bully will be treated in a supportive manner, rather than being regarded as a burden on staff and peer groups.

#### **Aims:**

- An expression of our belief that all pupils should be included fully in the life of the school.
- To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.
- To reduce and to eradicate wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- To reduce and to eradicate wherever possible, instances in which pupils are subject to any form of bullying.
- To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.

- To meet any legal obligations which rest with the school.
- To monitor bullying incidents annually through 'Anti-bullying week' and work completed by the School Council.

**Definition:**

*(Anti-bullying Alliance)*

*"The repetitive, intentional hurting of one person by another, where the relationship involves an imbalance of power. Bullying can be physical or psychological. It can happen face to face or through cyberspace."*

There is no legal definition of bullying.

Bullying behaviour can be:

- Physical - pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional - isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual - unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber - posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals

Unlike other forms of bullying, cyber bullying can follow children and young people into their private spaces and outside school hours. Research by the Anti-Bullying Alliance from Goldsmiths College, University of London, identifies seven categories of cyber bullying:

- 1) Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.
- 2) Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and shaming physical attacks.
- 3) Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.
- 4) Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- 5) Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- 6) Bullying through instant messaging (IM) is an Internet based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations on line.
- 7) Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.

The definition of disability under the Equality Act: 'a person has a disability if they have a physical or mental impairment which has a long term and substantial adverse effect on their ability to carry out normal day-to-day activities.'

Under the Equality Act 2010 it is against the law to discriminate against anyone because of:

- Age
- Being or becoming a transsexual person
- Being married or in a civil partnership
- Being pregnant or having a child
- Disability
- Race including colour, nationality, ethnic or national origin
- Religion, belief or lack of religion/belief
- Sex
- Sexual orientation

Hate Crime - A hate crime is any occurrence that is perceived by the victim, or any other person to be one of the following:

- Racist
- Homophobic
- Transphobic (discrimination against transsexual or transgender people)

Or because of a person's:

- Religion
- Beliefs
- Gender identity
- Disability

#### **Persons covered by this policy:**

The whole school community, including staff, pupils (those temporarily or permanently on the school roll), parents, extended family, governors, visitors, volunteers will be covered by this policy. The school and the Local Authority treat bullying among their employees as a potential disciplinary matter.

#### **Creating an anti-bullying culture in school:**

School tackles bullying by creating an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Our school values of; respect, honesty, empathy, commitment, belonging, independence and kindness all serve to support our work on anti bullying.

Activities which the school has established in an effort to combat bullying behaviour, include:

- Ensuring all pupils understand the school's approach and are clear about the part they can play to prevent bullying, including when they find themselves as bystanders;
- Ensure that everyone in the whole school community upholds the school values (Honesty, Belonging, Kindness, Empathy, Commitment, Independence, Respect) and the Christian ethos of the school;
- Openly discussing differences between people that could motivate bullying, such as religion, ethnicity, disability, gender or sexuality. Also children with different family situations, such as looked after children or those with caring responsibilities. We also teach children that using any prejudice based language is unacceptable;

- Providing a secure and confidential forum during circle-time to deal with issues surrounding bullying; including reminders given regularly for children to 'TELL'
- Classroom 'Worry Boxes'
- Preventative work provided in all areas of the curriculum and particularly in Character Education (including PSHE and RSHE) lessons. Work involving talking to pupils about issues of difference, through dedicated events or projects;
- Raising awareness through assemblies;
- Schools commitment to taking part in 'Anti Bullying Week' every Autumn term;
- School production of anti bullying information ie. pamphlets
- School Councillors supporting pupils who may be victims of bullying;
- Play leaders supporting pupils during lunchtimes;
- Using specific organisations or resources for help with particular problems eg NSPCC
- Recognising the significant impact that 'cyberbullying' can have on an individual and as such the school we seek both to educate and to eliminate those actions that contribute to cyberbullying which include inappropriate texts, e-mail and phone messages;
- All children undertaking an e safety training programme;
- All children, parents, staff, governors and visitors signing an Acceptable Use Agreement;
- Where bullying is proven to be consistently occurring, teachers having a responsibility to intervene by negotiating meetings with the parties concerned and communicating with colleagues who may be affected, the headteacher and parents;
- Consulting with pupils on a regular basis through the School Council, circle time, pupil surveys and pupil consultations, to establish their views and ideas for further development;
- Staff having 'class behaviour logs' each year to note patterns in behaviour. These are retained in school over a period of 5 years, so as to provide evidence at a later date;
- School having 'Record of Discussion' and 'Notice of Concern' proformas so that serious behaviour concerns and meetings can be recorded formally;
- Consulting with parents and having an open door policy when parents have concerns or issues;
- Having parents 'Meet the Headteacher' afternoons so that opportunities are provided for parents to discuss bullying issues;
- Encourage parents to complete questionnaires and evaluations sent home by school;
- Including Health and Safety, Inclusion and Equality items on all meeting agendas;
- Parents forum which meets at least twice per year.
- Using a range of rewards outlined in the school behaviour policy, including the methods of acknowledging good behaviour; Celebrating success is an important way of creating a positive school ethos around the issue.

#### **Individual Responsibilities:**

It is important that pupils recognise the difficulties staff may encounter in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively enforced.

#### **Everyone within school is expected to:**

- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.

#### **Pupils are expected to:**

- Report all instances of bullying;
- Act in a respectful and supportive manner to their fellow pupils, reporting any suspected incidents, which the victim may be afraid to report;
- Adhere to and promote the aims and objectives of this statement;
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils.

- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.

**Parents can help by:**

- Stressing to pupils the importance of sociable behaviour;
- Reporting any misgivings they have concerning bullying;
- Actively endorsing and supporting Anti-Bullying Policy;
- Being aware and supervising their children using computers, e-mails and mobile phones;
- Helping to establish an anti-bullying culture outside of school.

The school considers it inappropriate to respond or retaliate with physical or verbal violence against an incident of bullying.

**Dealing with incidents of bullying**

St Chads' C.E. Primary School will use a combination of strategies that will be drawn upon and adapted to fit the circumstances of particular incidents.

Care must be taken to include SEN pupils in curriculum work about bullying in an appropriate way for their individual needs.

**Responding to incidents when they occur**

- Pupils who have been bullied should report this to their own class teacher.
- Pupils who see others being bullied should report this to their own class teacher. Members of staff who receive reports that a pupil has been bullied should deal with it in the first instance and inform the Head teacher or Deputy Head teacher.
- Reports of bullying will be logged by class teachers with a copy e-mailed to the Headteacher. The Headteacher will maintain an electronic file of all logged incidents.
- Where bullying is of a racist nature, we will report this to the Local Authority using the Racial Incident Report Form.
- Where bullying is of a sexual nature, we will follow the school's child protection procedures
- We will report Bullying Incidents annually to the Local Authority under the headings: Racial / SEN / Gender Related / Homophobic / Religion-Faith / other
- Written guidance on bullying for teaching and non-teaching staff is provided in this policy.
- Where a serious assault or wounding has occurred we will inform the police
- Any reported bullying or harassment of staff will be dealt with through the Local Authority's Bullying and Harassment Policy.

Any reported incidents of bullying will be taken seriously. If necessary, we will invoke the full range of sanctions that are detailed in the school's Discipline Policy. It also includes fixed term and permanent exclusion from school.

**Guidance for school staff:**

- We will provide support to pupils who are bullied.
- They will be reassured that they do not deserve to be bullied and this is not their fault. We will assure them that it was right to report the incident.
- We will encourage them to talk about how they feel.
- We will try to ascertain the extent of the problem.
- We will engage them in making choices about how the matter may be resolved.
- We will try to ensure that they feel safe.
- We will discuss strategies for being safe and staying safe.
- We will ask them to report immediately any further incidents to us.
- We will affirm that bullying can be stopped and that our school will persist with intervention until it does.
- We will interview the pupil (or pupils) involved in bullying separately.

- We will listen to their version of events.
- We will talk to anyone else who may have witnessed the bullying.
- We will reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- We will seek a commitment to this end.
- We will affirm that it is right for pupils to let us know when they are being bullied.
- We will adopt a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- We will consider sanctions under our school's Behaviour/Discipline Policy.
- We will advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- We will ensure that those involved know that we have done so.
- When bullying occurs, we will contact the parents of the pupils involved at an early stage.
- We will keep records of incidents that we become aware of and how we responded to them.
- We will follow up after incidents to check that the bullying has not started again. We will do this within two weeks, and again within the following half term.
- Teachers' professional judgement will need to be used to ensure that incidents are responded to appropriately.

Incidents of a more serious nature (eg. violence towards staff or other children, continual name calling, intimidation or bullying, swearing, stealing and damaging property) will always be referred to the headteacher or deputy headteacher and some of the following procedures will be carried out:

- Parents will be informed either by telephone or letter, and will be invited to discuss the issues with the headteacher and class teacher, and hopefully resolve the situation.
- A home/school diary may be put in place to monitor the situation.
- The headteacher will formally inform parents of the consequences should the situation not improve.
- The school may initiate the Special Needs Code of Practice which may involve the work of outside agencies including Behaviour Support and the Educational Welfare Officer.
- The Chair of Governors may be informed.
- The headteacher has the legal right and option to use a temporary fixed term exclusion.
- Should all of these avenues fail, the pupil may be permanently excluded, following Staffordshire County Council guidelines.

At St Chad's we do consider whether the behaviour under review gives cause to suspect that a child is suffering, or is likely to suffer, significant harm. Where this may be the case, school staff follow the schools' safeguarding policy. They consider whether continuing disruptive behaviour might be the result of unmet educational or other needs. At this point, school considers whether a multi-agency assessment is necessary.

#### **Pupil conduct outside the school gates:**

Teachers have a statutory power to discipline pupils for misbehaving outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers a specific statutory power to regulate pupils' behaviour in these circumstances "to such extent as is reasonable."  
(DFE 2012)

At St Chad's, a teacher may discipline a pupil for: -

- any misbehaviour when the child is:
  - taking part in any school-organised or school-related activity or
  - travelling to or from school or
  - wearing the school uniform or
  - in some other way identifiable as a pupil at the school

-misbehaviour at any time, whether or not the conditions above apply, that:

- could have repercussions for the orderly running of the school or
- poses a threat to another pupil or member of the public or
- could adversely affect the reputation of the school.

Where bullying outside school is reported to school staff, it will be investigated and acted on. The head teacher will also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in the local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

### **Concerns, complaints and compliments**

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying - and we would ask that this is brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure, by contacting the Chair of Governors.

We would also be pleased to receive Compliments - feedback from parents when things have gone well.

### **Monitoring and Review**

Ultimate responsibility for this policy will rest with the headteacher, who will consult with the governing body, staff, pupils and parents. The policy will be reviewed every two years or following a serious bullying incident.

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff / Headteacher over a given period.
- Pupils' perceptions of bullying in school through structured circle time discussions in class time.
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents.
- Work completed by the School Council during Anti-bullying week.
- Feedback from Parent Forum

The school has a legal responsibility to report termly any incidents of bullying to both the governing body and the LA. This is done through the governors safeguarding committee who then report to the full governing body termly and annually. However, it is important to remember that all staff, pupils and parents have an active part to play in the development and maintenance of this policy.

### **Related policies**

Our Anti-Bullying Policy links with a number of other school policies:

- The School's values
- Behaviour Policy
- British Values policy
- Single Equality policy
- Racial Equality and Cultural Diversity Policy
- Safeguarding Policy
- Complaints Policy
- E-Safety and related Policies

Approved: Autumn 20

Review: Autumn 21

# **Bullying**- Information for Pupils

Don't Suffer in Silence!

## **If you are being bullied**

- try to stay calm and look as confident as you can
- be firm and clear - look them in the eye and tell them to stop
- get away from the situation as quickly as possible
- tell an adult what has happened straight away

## **After you have been bullied**

- tell a teacher or another adult in your school
- tell your family
- if you are scared to tell an adult by yourself, ask a friend to come with you
- keep speaking up until someone listens and does something to stop the bullying
- don't blame yourself for what has happened

## **When you are talking to an adult about bullying, be clear about**

- what has happened to you
- how often it has happened
- who was involved
- who saw what was happening
- where it happened
- what you have done about it already

If you find it difficult to talk to anyone at school or at home, ring

**ChildLine**, Freephone **0800 1111**,

or write,

Freepost 1111,  
London  
N1 0BR.

The phone call or letter is free. It is a confidential helpline.

## **Bullying-** Information for parents and families

Don't Suffer in Silence!

### **If your child has been bullied;**

- calmly talk to your child about it
- make a note of what your child says - particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened
- reassure your child that telling you about the bullying was the right thing to do
- explain that any further incidents should be reported to a teacher immediately
- make an appointment to see your child's class teacher
- explain to the teacher the problems your child is experiencing

### **Talking to teachers about bullying**

- try and stay calm - bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident
- be as specific as possible about what your child says has happened - give dates, places and names of other children involved
- make a note of what action the school intends to take
- ask if there is anything you can do to help your child or the school
- stay in touch with the school - let them know if things improve as well as if problems continue

### **If your child is bullying other children**

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware. Children sometimes bully others because:

- they don't know it is wrong

- they are copying older brothers or sisters or other people in the family they admire
- they haven't learnt other, better ways of mixing with their school friends
- their friends encourage them to bully
- they are going through a difficult time and are acting out aggressive feelings

### **To stop your child bullying others:**

- talk to your child, explaining that bullying is unacceptable and makes others unhappy
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how to join in with other children without bullying
- make an appointment to see your child's class teacher or form tutor; explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop them bullying others
- regularly check with your child how things are going at school
- give your child lots of praise and encouragement when they are co-operative or kind to other people

### **Organisations that provide support to parents and carers and children:**

- The Anti-Bullying Alliance
- CEOP
- Childline
- Childnet
- The Diana Award
- Internetmatters
- Kidscape
- Get connected
- NSPCC
- The Parent Zone
- Thinkuknow
- Young Minds
- UK Safer Internet Centre