

St Edward's CE Primary School

Anti-Bullying Policy

Statement of intent

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell a trusted adult and know that incidents will be dealt with promptly and effectively.

Why do we need an Anti-Bullying Policy?

Persistent bullying can severely inhibit a child's ability to learn effectively. The negative effects of bullying can have an impact on a person for their entire life. This school wishes to promote a secure and happy environment free from threat, harassment and any type of bullying behaviour. Therefore this policy promotes practices within the school to reinforce our vision, and to remove or discourage practices that negate them.

What is Bullying?

There is no legal definition of bullying. But it is usually defined as repeated behaviour which is intended to hurt someone either emotionally or physically, and is often aimed at certain people because of their race, religion, gender or sexual orientation or any other aspect such as appearance or disability.

It is usually persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. 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.

It is important to distinguish bullying from other unkind, mean and harmful behaviour. Calling someone a name or pushing someone once, being rude or having an argument with someone is not bullying. Of course, these behaviours should be addressed but may have different consequences and interventions, which is why the distinction is critical. To be defined as bullying, three components must be present: (1) repeated actions or threats, (2) a power imbalance and (3) intention to cause harm. If bullying is identified correctly, there are various ways to address it.

Bullying can take many forms including:

- **Physical** bullying which can include kicking, hitting, pushing and taking away belongings;
- **Verbal** bullying which includes name calling, mocking and making offensive comments;
- **Emotional** bullying which includes isolating an individual or spreading rumours about them;
- **Cyber-bullying** where technology is used to hurt an individual – for instance text messaging or posting messages/images on the internet or any form of social media
- **Racist** bullying occurs when bullying is motivated by racial, ethnic or cultural prejudice.
- **Sexual** bullying is where someone makes unwanted physical contact or makes sexually abusive comments.
- **Homophobic and biphobic** bullying occurs when bullying is motivated by a prejudice against lesbian, gay or bisexual people.
- **Disablist** bullying occurs when bullying is motivated by a prejudice against people with any form of disability.
- **Sexist** bullying occurs when bullying is motivated by a prejudice against someone because of their gender

With the advance in new technologies, school is aware there is an increased risk of cyber bullying using e-mails, instant messenger, social networking sites, and public websites inappropriately.

Some warning signs that a student is being bullied

- Changes in academic performance
- Appears anxious
- Regularly feeling sick or unwell. A reluctance to come to school.
- Clothes/bags torn or damaged.
- Money/possessions going missing.
- Unexplained cuts and bruises.
- Unexplained behaviour changes, e.g. moody, bad-tempered, tearful, unhappy
- Loss of appetite. Not sleeping. Loss of weight
- Seen alone a lot
- Not very talkative

Some reasons why people bully

- Desire to appear powerful
- Unhappiness
- Feelings of inadequacy
- Difficulties at home.
- Learned behaviour (They too have been bullied)

How to get help

Who can pupils talk to if they have any concerns about bullying?

- ✓ Class teacher
- ✓ Class LSA
- ✓ Dinner Supervisors
- ✓ Any other adult in school they feel familiar with
- ✓ Mrs Muckle (Deputy Head)
- ✓ Mrs Lacey (Headteacher)
- ✓ Their parents/carers

Pupils can feel confident that any of the above will listen to and address their concerns.

Pupils who have been bullied will be supported by:

1. Offering an immediate opportunity to discuss the situation
2. Reassuring the pupil
3. Offering continuous support
4. Restoring self-esteem and confidence

Pupils who have bullied will be supported by:

1. Discussing what happened
2. Discovering why the pupil became involved
3. Establishing the wrong doing and need to change
4. Informing parents or careers to help change the attitude of the pupil

Responses will vary depending on the nature of the incident, but may include:

1. Support through social and communication groups in school
2. Use of a behaviour monitoring system
3. Involvement of external agencies
4. Monitoring by Headteacher
5. Formal recording of incidents
7. Liaison with parents/carer

Anti Bullying Procedures

It is made clear that bullying in any form is unacceptable. It will be taken seriously and dealt with promptly

Staff/Headteacher Responsibilities

- In the first instance, to refer to Headteacher or Deputy who will take a lead on actions
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible
- To record in the appropriate students' files and bullying record if appropriate
- To share with parents of the victim and bully, incidents of persistent and/or serious bullying
- To promote strategies which challenge bullying behaviour through the curriculum
- To model the values our school believes in

Anti Bullying Strategies

Regular promotion of anti bullying in assemblies.

A vigilant staff who are constantly monitoring pupil behaviour

Annual questionnaires to gather pupil views on how safe they feel in school

Strong relationships education through PSHE provision

Strong teacher-student relationships so students feel comfortable in reporting any issues

Anti-bullying advice to Parents / Carers

- A great deal of bullying is CYBER-BULLYING. Please regularly monitor your child's use of texting, Whats App, Twitter and other social media sites. Access to these is out of the school's control

- TALK to your child on a regular basis, so any problem is easier to share
- LISTEN to what they say
- ENCOURAGE your child to feel good about themselves, realising that we are all different and equally important
- If you believe your child is being bullied, or is a bully, talk to other adults at home or at school and explore the options. DON'T STAY SILENT
- If your child is a victim assure them that it is not their fault and that you are going to do something to help
- Be realistic in your expectations, sometimes on-going problems can take time to resolve
- TRY to be co-operative with our school and not be aggressive. We understand this can be a very emotive situation but without a good working relationship between parents and the school the situation could deteriorate, which won't help your child.
- ALWAYS remember that children can't solve bullying on their own. They NEED the support of parents/carers and our school. REMEMBER – IT IS NOT YOUR CHILD'S FAULT