



St Edward's Church of England  
Primary School

# **Anti-Bullying Policy**

**February 2017**



# St. Edward's Church of England Primary School

## ANTI-BULLYING POLICY

### 1.0 STATEMENT OF INTENT

We are committed to providing a caring, friendly and safe environment for all of our pupils and staff so they can learn and work in a relaxed and secure atmosphere.

Bullying of any kind is unacceptable at our school and any reports of bullying will be taken seriously and investigated. We do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. Our ethos is inclusive and all children and staff have equality of opportunity to benefit from the wide range of experiences open to them (see Equality and Diversity Policy).

If bullying does occur, all pupils and staff should be able to tell and know that incidents will be dealt with promptly and effectively. We are a 'TELLING' school. This means that *anyone* who knows that bullying is happening is expected to tell an appropriate adult.

### 2.0 WHAT IS BULLYING?

Bullying results in pain and distress to the victim and is defined as actions against others which meets all three of the following criteria:

- multiple incidents;
- deliberate;
- emphasizes an imbalance of power.

#### **Bullying can be**

- Emotional: being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- Physical: pushing, kicking, hitting, punching or any use of violence;
- Racist: racial taunts, graffiti, gestures;
- Sexual: unwanted physical contact or sexually abusive comments;
- Homophobic: because of, or focussing on the issue of sexuality;
- Verbal: name-calling, sarcasm, spreading rumours, teasing;
- Cyber:
  - all areas of internet, such as e-mail and internet chat room misuse;
  - mobile threats by text messaging and call;
  - Misuse of associated technology, i.e. camera and video facilities.

Bullying can take place in all relationships, for example, between students, between students and staff, or between staff.

## **2.1 Why is it Important to Respond to Bullying?**

Bullying hurts. No one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Individuals who are bullying need to learn different ways of behaving.

## **3.0 STATUTORY REQUIREMENTS**

Article 10 of the UN convention on the Rights of the Child says that the children have the right to be protected from all forms of physical or mental violence. The school owes a duty of care to protect its pupils from bullying as part of their responsibility to provide a safe and secure environment for them. Sections 3 (5) and 87 (1) of the Children Act 1989 confer powers and duties on those who have the care of the children to safeguard and promote their welfare. 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. Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This may relate to 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.

Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police (or Anti-Social Behaviour Co-ordinator in their 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 should always be informed.

## **4.0 OBJECTIVES OF THIS POLICY**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is;
- all governors, teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported;
- all pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises;

- as a school we take bullying seriously. Pupil, parents and staff should be assured that they will be supported when bullying is reported;
- bullying will not be tolerated.

## **5.0 STRATEGIES FOR DEALING WITH REPORTED BULLYING INCIDENTS**

- All members of the school community are responsible for reporting bullying incidents to the class teacher or members of senior leadership team;
- we take bullying seriously and find out the facts of any incident. In all cases of bullying, the incidents will be recorded by the member of staff it was reported to on a bullying Incident Log which is shared with members of the senior leadership team;
- where a pupil is targeted, parents of both the target and the perpetrator should be informed and will be asked to attend separate meetings to discuss the problem;
- the bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly;
- strategies will be put in place to help the bully (bullies) change their behaviour;
- where necessary, we will request help from specialist outside agencies including the Education Inclusion and Support Service, the Educational Psychologist or Human Resources personnel;
- where appropriate, bullying incidents may result in a Child Protection referral (see Safeguarding and Child Protection Policies).

## **6.0 SANCTIONS**

There are a range of sanctions available depending on the perceived seriousness of the situation:

- the bully (bullies) will be asked to genuinely apologise. If possible, the two parties involved will be reconciled;
- withdrawal of favoured activities;

- exclusion from the school playground during breaks;
- after the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place;
- In serious cases, exclusion will be considered.

## **7.0 PREVENTION**

We will use a range of proactive methods for helping children to prevent bullying. As and when appropriate, these may include:

- promoting a clear set of school rules reinforced regularly (refer to Behaviour Policy);
- use of peer mediators, trained using National Childline and Restorative Approaches to Behaviour training, in the playground;
- signing of a behaviour contract;
- as part of Anti Bullying Week/regular PSHE lessons, children discuss and learn about bullying issues through stories, pictures and role-play;
- use of Circle Time Activities to address class/pupil specific issues.

## **8.0 HELP ORGANISATIONS**

|  |  |
|--|--|
| Childline                                    | 0800 1111  |
| KIDSCAPE Parent Advice Line (Mon-Tues. 10-5) | 020 7730 3300  |
| Parentline Plus                              | 0808 800 2222  |
| Bullying Online                              | <a href="http://www.stopbullying.gov">www.stopbullying.gov</a> |

**Approved by Teaching and Learning Committee:**

\_\_\_\_\_  
Chair of Teaching and Learning Committee

\_\_\_\_\_  
Date

\_\_\_\_\_  
Head Teacher

\_\_\_\_\_  
Date

**Approved by Full Governing Body:**

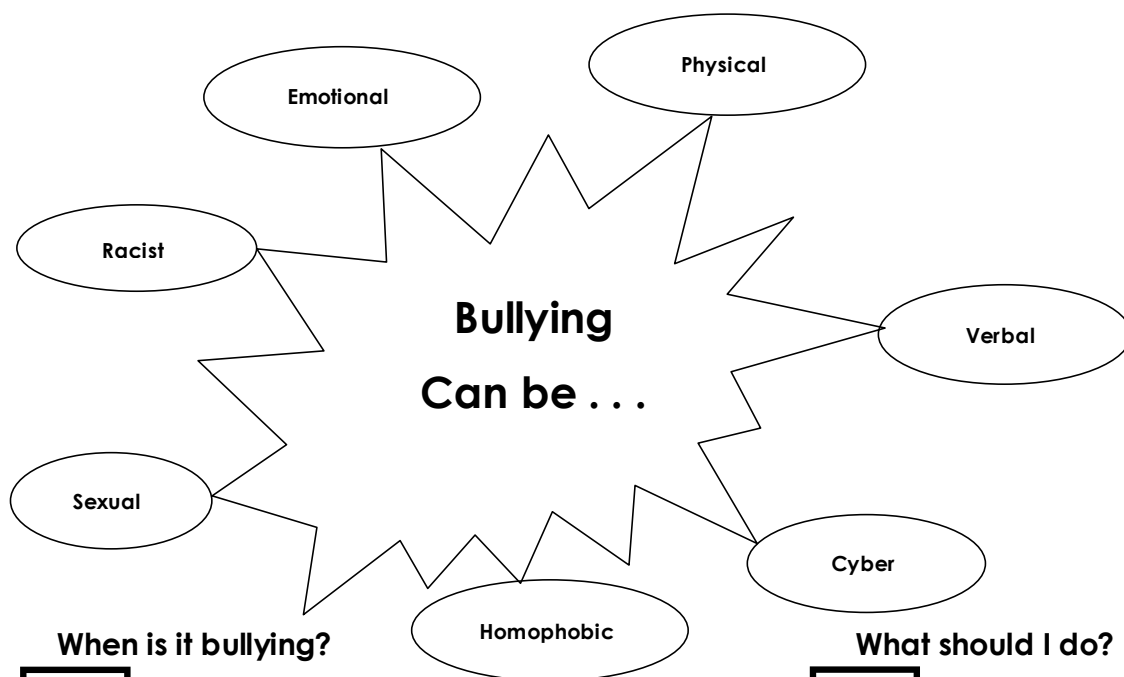
\_\_\_\_\_  
Chair of Governors

\_\_\_\_\_  
Date

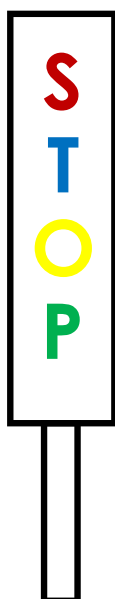
\_\_\_\_\_  
Head Teacher

\_\_\_\_\_  
Date

# We are a 'TELLING' School



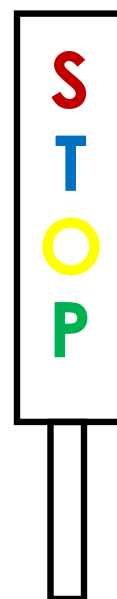
When is it bullying?



**S**everal  
**T**imes  
**O**n  
**P**urpose



What should I do?



**S**tart  
**T**elling  
**O**ther  
**P**eople



## 2.0 INTRODUCTION

## Incident Log

| Record  |  |
|---|--|
| <b>Target Name :</b>  |  |
| <b>Date Incident Log Commenced :</b>  |  |
| <b>Incident Description</b> (What happened, when, how often, over timescale, who was involved?)       |  |
| <b>Incident Log Completed by :</b>  |  |
| <b>Who has been informed?</b> (Member of SLT/ Class Teacher/Parents)                                  |  |
| Respond   |  |
| <b>Action Taken</b> (What, by whom, when?)  |  |
| Resolve   |  |
| <b>Future Actions</b> (What will we do next time? - target response/pupil actions and school actions) |  |
| Report  |  |
| <b>Completed Incident Log reported to :</b>   |  |