Anti-Bullying Policy

Start Date: Autumn Term 2019
Review date: Autumn Term 2020 *(reviewed annually)*

1. Position and Values

This policy will support staff in St Bartholomew's school in the implementation of our vision for our children, which is: 'Inspired by Jesus' promise in the Bible verse (John 10:10) "that they shall have life; life in all its fullness". At St Bartholomew's our Christian ethos and core values of believe, achieve, respect, trust and succeed are embedded throughout our school. The children are taught the values, skills and attitudes which nurture mutual respect and caring towards others; creating an effective, safe and considerate school. Bullying of any kind is unacceptable.

Everyone within our school has the right to feel safe, valued, protected and to be treated with respect and dignity. This policy will ensure that the school provides an environment where every child can feel:

- safe
- healthy
- able to enjoy and achieve
- able to contribute to future economic well-being
- able to make a positive contribution.

To protect the rights of all children to have a safe and secure learning environment St Bartholomew's CofE (Aided) Primary School will continuously work towards preventing acts of bullying, harassment, and other forms of aggression and violence as these behaviours are unacceptable and interfere with both our school's ability to educate children and a child's ability to learn. If such a case arises, the staff at St Bartholomew's CofE (Aided) Primary School will follow the anti-bullying guidelines laid out in this policy. This will enable staff to:

- Identify children displaying unacceptable behaviour and know how to support them in order that they develop the necessary skills to participate in the school community effectively and positively
- Keep all other children safe, happy and confident

2. Clarification of Terms

Definition of bullying
Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.
 Preventing and tackling bullying Advice for headteachers, staff and governing bodies DfE July 2017

A bully is defined as someone who deliberately sets out to hurt another person on more than one occasion. All children have upsets and squabbles; these are not classed as bullying and are dealt with through the Behaviour Policy.

Main types of bullying

- **Physical**: Deliberately hurting particular children on a regular basis

- **Verbal:** Deliberately hurting feelings through name-calling etc.

- **Silent/Emotional:** Making someone feel left out and different by deliberately setting out to exclude them

- **Online bullying:** Online-bullying is the use of technology such as mobile phones, email, chat rooms or social media sites such as Facebook and Twitter to harass, threaten, embarrass, intimidate or target a child. Unlike physical bullying, online-bullying can often be difficult to track as the online-bully (the person responsible for the acts of online-bullying) can remain anonymous when threatening others online, encouraging them to behave more aggressively than they might face-to-face.

Physical bullying	Kicking, hitting, punching, pushing, biting or any deliberate use of physical force against another.
Verbal bullying	Name calling, teasing someone, making nasty comments, making threats, use of derogatory or aggressive language.
Silent/Emotional bullying	Consistently being left out of a group, being deliberately ignored and excluded from activities in a negative manner, being deliberately unfriendly, indirect tormenting (i.e. deliberate hiding of an individual's belongings), and threatening gestures.
Online bullying *Pupils will be taught that they need to be 13 or older to use social networking sites.*	the use of written language over the internet using digital technology: use of texting, twitter, *social media* or email to carry out name calling, teasing someone, making nasty comments, making threats, trolling. Misuse of all associated technology to access internet for such purposes: i.e. laptops, camera/video facilities, Ipads, Ipods, games consoles smartphones.
Racial bullying	Graffiti, gestures or taunting towards an individual with a racial bias.
Sexual bullying	Unwanted physical contact or sexually abusive comments
HBT (Homophobic, biphobic and transphobic) bullying	HBT bullying can be defined as behaviour or language which makes a person feel unwelcome or marginalised because of their sexual orientation or gender identity, whether actual or perceived, or because of their association with people who are, or are perceived to be, lesbian, gay, bisexual or transgender (e.g. children of same-sex couples)

Types of online-bullying

- **Flaming:** Online fights usually through emails, instant messaging or chat rooms where angry and rude comments are exchanged
- **Denigration:** Putting mean online messages through email, instant messaging, chat rooms, or websites set up to make fun of someone
- **Exclusion:** Intentionally leaving someone out of a group such as instant messaging, friend sites, or other online group activities
- **Outing:** Sharing secrets about someone online including private information, pictures, and videos
- **Trickery:** Tricking someone into revealing personal information then sharing it with others
- **Impersonation:** Pretending to be someone else when sending or posting mean or false messages online
- **Harassment:** Repeatedly sending malicious messages to someone online
- **Online-stalking:** Continuously harassing and denigration including threats of physical harm.

Actions NOT considered to be bullying

- Not liking someone
- Being excluded
- Accidentally bumping into someone
- Making other kids play things a certain way
- A single act of telling a joke about someone
- Arguments
- Expression of unpleasant thoughts or feelings regarding others
- Isolated acts of harassment, aggressive behaviour, intimidation, or meanness.

Reasons why children might bully someone include:
- They think it's fun, or that it makes them popular or cool
- They feel more powerful or important, or they want to get their own way all the time
- They feel insecure or lack confidence or are trying to fit in with a group
- They are fearful of other children's differences
- They are jealous of another child
- They are unhappy
- They are copying what they have seen others do before, or what has been done to them.

The effects of bullying
All forms of bullying cause psychological, emotional and physical stress. Each child's response to being bullied is unique, however some signs that may point to a bullying problem are:
- depression and anxiety
- increased feelings of sadness, helplessness, decreased self-esteem and loneliness
- loss of interest in activities they used to enjoy
- unexplainable injuries
- lost or destroyed clothing, books, electronics, toys, etc.
- frequent headaches or stomach aches, feeling sick or faking illness
- changes in eating habits, like suddenly skipping meals or binge eating
- difficulty sleeping or frequent nightmares
- declining attention in class, loss of interest in schoolwork, or not wanting to go to school
- sudden loss of friends or avoidance of social situations
- self-destructive behaviors such as running away from home, harming themselves, or talking about suicide.

3. Roles and Responsibilities

The Education Act 2002, Education and Inspections Act and Equalities Act 2006 all make reference to a school's legal responsibility to prevent and tackle bullying. By law, all state schools must have a behaviour policy in place and displayed on their website and must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. St Bartholomew's CofE (Aided) Primary School have developed this anti-bullying policy a copy of which is available from the school office and on the school website for parents, staff and pupils to access when and as they wish.

The Education and Inspections Act 2006 also empowered Headteachers to regulate the behaviour of pupils when they are off the school site and for members of staff to impose disciplinary penalties for inappropriate offsite behaviour. DfE Advice 2011 states that the schools responsibility can *"relate to bullying anywhere off the school premises, specifically on school or public transport, outside local shops, or town or village centre"* If seen as appropriate the Headteacher or staff can choose to report bullying to the police or local council.

This includes responding to online bullying. During school hours, including while pupils are taking part in school visits, after school clubs and online bullying the school has direct responsibility to ensure children feel safe and secure.

The Role of Governors
The governing body supports the Headteacher in all attempts to eliminate bullying from the school. The governing body will not condone any bullying at all, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of the school's anti-bullying strategies.

A parent/carer who is dissatisfied with the way the school has dealt with a bullying incident can make a complaint to the chair of governors. The complaint will be dealt with in accordance with the complaints policy which can be accessed from the school's website.

The Role of the Headteacher

It is the responsibility of the Headteacher to implement the school's anti-bullying strategy, to ensure that all stakeholders are aware of the school policy, and that they know how to identify and deal with incidents of bullying. The Headteacher will report to the governing body about the effectiveness of the anti-bullying policy on request.

It is the Headteacher who must ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in school. The Headteacher will draw the attention of children to this fact at suitable moments. For example, the Headteacher may decide to use an assembly as the forum in which to discuss with the children why bullying is wrong.

The Headteacher will ensure that all members of staff receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Headteacher will set the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Role of the Staff

Members of staff will do all that they can to eradicate bullying and will ensure that they follow the school's anti-bullying policy. All members of staff will routinely attend training that equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

At St Bartholomew's CofE (Aided) Primary School we do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable. Time will also be used across the school to praise, reward and celebrate the successes of all children, and thus to help create a positive atmosphere. PSHCE Ed. is the subject through which teachers can approach the signs and symptoms of bullying behaviour along with strategies for dealing with bullies in a safe and appropriate manner for the age and ability of the children involved. In our new 'Jigsaw; scheme of work this is thoroughly covered in a progressive way throughout the school especially focused upon in Unit 2: 'Celebrating Differences'. The Class 'Jigsaw Charter Rules' established for PSHE and circle time sessions ensure pupils understand values such as respect and confidentiality, creating a safe and secure environment. This policy should therefore be read in conjunction with the PSHCE Ed policy.

The values and skills of Anti bullying are also reinforced at St Bartholomew's through whole school approaches such as the involvement with the National Anti-Bullying Week and/or Cyber Bullying Week and through whole school/phase assemblies.

Members of staff will keep a vigilant watch on suspected 'bullies'; any incidents will be handled carefully. It is important that the child responsible for initiating the bullying is dealt with appropriately. The person dealing with the incident will need to collect all the relevant information and then provide the Headteacher with a copy in order that he/she can decide on an action. All cases are individual and various strategies will be employed by the Headteacher to address the issue. Teachers and support staff will do all they can to support a child who is being bullied.

The Role of Parents/Carers

Parents/carers, who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately in a calm manner. If they are not satisfied with the action taken they should contact the Headteacher. If they remain dissatisfied, they should follow the procedure detailed above. Parents/carers have a responsibility to support the school's anti-

bullying policy by actively encouraging their child to be a positive member of the school and this expectation of support is outlined in the home/school agreement.

The Role of Pupils
Pupils are encouraged to tell somebody they trust if they are being bullied, and if the bullying continues they must keep on letting people know; the children are taught a number of strategies to help them with this.

Pupils are also encouraged to participate fully in activities that raise their awareness about bullying in order that they clearly understand what to do if they, or another child, are being bullied.

Bullying in the Workplace
Incidents, where it has been deemed that a member of staff has been bullying a child, will be taken very seriously. The Headteacher, with the support of the governing body, will deal with this; formal action will be taken where necessary. Such action will also be taken if it is deemed that a member of staff is bullying other members of staff.

In the event of the Headteacher being involved in such incidents, reports will be given immediately to the chair of governors who will also take formal action where necessary.

4. Online bullying

St Bartholomew's CofE (Aided) Primary School has a separate policy related to Online Safety addressing the use of mobile technology, social media, appropriate online activity, security, access and monitoring procedures in place. Age differentiated Computing code of conducts are displayed prominently in all classrooms and is explained and discussed with pupils in assemblies and computing classes. Online safety, addressing age specific issues is also included in our Jigsaw PSHE scheme of work.

 PSHCE classes

5. Reporting, Sanctions and Monitoring

How to report bullying
- An incident form can be downloaded from the school website, collected from the school office or Headteacher
- All the relevant information must be completed on the form, which can then be emailed to the school office or submitted via the physical box provided in reception
- The Headteacher has overall day-to-day responsibility for dealing with reported incidents and will forward details to the relevant member of staff to investigate
- Alternatively any member of staff can be approached to report incidents of bullying, and they in turn will report to the Headteacher.

Procedures
This school has set procedures to follow in implementing sanctions where a bullying incident has occurred, as described below sanctions are applied in appropriate proportion to the event. In the event of all other avenues being exhausted, or in particularly serious cases that lead to exclusion, governors will examine the evidence that a wide range of strategies had been tried and failed to affect a positive change in the bullying behaviour.

The following steps must be taken when dealing with incidents of bullying:
1. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, or who suspects/observed the bullying
2. A clear account of the incident will be recorded in writing either by the victim or the member of staff recording the victim's verbal statement, signed and dated
3. Incidents will be reported to the Senior Leadership Team (SLT)

4. Reported bullying and Online Bullying incidents are logged in accordance with the school's behaviour code and Online Safety reporting procedures
5. The bully/bullies will receive support to change their behaviour (e.g. peer buddies, HSLWs, teachers as necessary)
6. All incidents will be followed up and monitored
7. In serious cases of bullying parents of all children involved should be informed and will be asked to come and have a meeting to discuss the incident. This may involve Teachers, Teaching assistants, Home School Link Workers (HSLWs), Senior Leadership Team (SLT) or Headteacher
8. A range of sanctions will be used as appropriate and in consultation with all parties concerned. These sanctions could include: verbal or written warnings, restrictions of break and lunchtime activities, fixed term and in the event of persistent bullying, permanent exclusion. Where appropriate the Headteacher may inform the police
9. There will be an annual audit / analysis of incident logs and interventions to continually improve practice
10. Some forms of bullying are illegal and following Department of Education guidance should be reported to the police. These include: violence or assault, theft, repeated harassment or intimidation, e.g. threats and abusive phone calls, emails or text messages, hate crimes.

Monitoring, evaluation and review
- Governors, the Headteacher and relevant staff will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school
- A record of all such incidents will be kept both centrally and on students' files
- The numbers of incidents will be reported to governors annually or provided at any time upon request
- Bullying data will be analysed to reflect and re-design further strategies to improve procedures.

6. Strategies to Reduce Bullying

St Bartholomew's CofE (Aided) Primary School has adopted a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and those displaying bullying behaviour, including:

- the consistent promotion of the behaviour code which requires all pupils to respect the rights of others
- the reinforcement of the message that violence/bullying has no place at St Bartholomew's
- consultation with the 'Pupil Parliament' on the annual creation of a 'child version' of this policy
- take part in initiatives such as Anti-Bullying Week/Safer Internet Day
- training for all members of staff on anti-bullying policy and strategy
- the supervision by school staff of all play areas at lunch times and breaks
- providing information to all parents on the symptoms of bullying and the steps to take if the suspect their child is being bullied
- the celebration of all pupil's backgrounds and cultures through assemblies
- during assemblies and PSHCE ed. lessons discuss and explore bullying issues with the children
- raising awareness of online bullying and teaching children to safely use technology (inc. mobile devices)
- all websites accessed in school are screened. This software screens the language used in all documents, emails and websites. Rude or offensive emails, websites, documents are sent to the Headteacher. Action will be taken and recorded
- effective recording systems
- work with multi-agency teams including police and children's services as appropriate
- contact the parents of both the child being bullied and the bully
- challenge sexual content within verbal abuse especially challenging homophobic language such as 'gay'.

7. Linked Policies
Due to the nature and importance placed on anti-bullying, the following polices are to be read in conjunction with this policy: the Child Protection and Safeguarding Policy (in particular sections 4 & 10), Behaviour code, PSHCE ed., Online-Safety, Computing Code of Conduct, Confidentiality and Equality Policies.