

St Paul's Church of England (A) Primary School

Anti- Bullying Policy

Rationale

At St Paul's we emphasise the development of self-discipline and the right of each child to see school as a safe, secure and caring environment, where individuals are respected and valued.

Definition of Bullying

“Bullying is repeated aggression, verbal, psychological or physical conducted by an individual or group against others within the intent of causing upset or harm”

We say a pupil is being bullied or picked on:

- When another pupil or group of pupils say nasty or unpleasant things to him/her. Name-calling, personal comments or racial abuse. When a pupil is threatened verbally or in the form of note writing.
- When possessions are stolen or damaged or extortion takes place.
- When a pupil is physically assaulted pushed, hit, kicked or pinched.
- When a pupil is isolated as in not being spoken to or being left out of activities.

Bullying is not the same thing as a disagreement or falling out between two pupils.

Bullying is:

- Systematic and ongoing rather than one off.
- Done by the more powerful to the less rather than between equals.
- Distressful and hurtful to the victim rather than good-natured fun.
- Always one way rather than an exchange.

Anti-Bullying Strategies

- A Classroom Ethos, which promotes shared responsibility and promotes respect for the individual.
- Adults setting an example of good manners and respect for the individual.
- Classroom rules, which outlaw anti-social behaviour.
- Vigilance by all adults and children within the school.
- Good Behaviour Policy implemented by all staff.
- Within school it is made clear that bullying will not be tolerated.
- Sanctions used take into account the severity of the bullying.
- Bullying behaviour is confronted clearly.
- Pupils who persist in bullying, despite counselling and support, are excluded from the school.

All the strategies outlined above have the consequence of raising awareness of the unacceptable nature of bullying in and around school.

Aims of the Policy

1. To create a school ethos which empowers and encourages children to disclose and discuss incidents of bullying behaviour.
2. To raise the awareness of bullying as a form of unacceptable behaviour within the wider community of the school, teachers, support staff, pupils and parents.
3. To develop procedures for noting and reporting incidents of bullying behaviour.
4. To develop procedures for investigating and dealing with bullying behaviour.
5. To develop a programme of support for those affected by bullying behaviour and for those who are involved in bullying behaviour.

Guidelines

1. School rules and their purposes are to be known, understood and adhered to by all individuals. Bullying will not be tolerated in St Paul's School.
2. Class teachers will emphasise to the children the importance of reporting repeated incidents of unacceptable or bullying behaviour. Every child has the right to enjoy learning and leisure free from intimidation.
3. Class teachers will remind the children that their concerns may be shared with any chosen member of the school community and that their disclosures will be treated sensitively. Pupils should support each other by reporting all incidents of bullying.
4. PSHE and Circle Time will be used to reinforce the school's commitment to tackling any aspect of bullying. Bullying is too important not to report.
5. Periodically School Assemblies and Acts of Collective Worship can be used to reinforce the school's stand against bullying.

Procedures for Noting and Reporting Bullying Behaviour

1. All reports of bullying, no matter how trivial, will be investigated and dealt with in the first instance by the class teacher. In that way the children will gain confidence in "telling". This confidence factor is of vital importance.
2. Serious cases of bullying behaviour by individual or groups of children will be referred immediately to the Headteacher.
3. Pupils can use the counselling service by accessing the weekly drop-in sessions or by using the contact box located outside Year 3 classroom.
4. When the Headteacher is informed by Parents/ Carers of cases of bullying the matter will be investigated immediately. Information will be shared with the

class teacher, support staff and Lunchtime supervisors in order that the situation is monitored.

5. Parents/Carers of victims or bullies will be informed so that they are in a position to help and support strategies employed by school in combating unacceptable behaviour.
6. All staff should ensure that bullying or threatening behaviour is not tolerated in school.
7. In the case of a concern regarding a member of staff, this should be raised with the Headteacher.

Procedures for Investigating and Dealing with Bullying

Teachers will take a calm, unemotional problem-solving approach when dealing with incidents of bullying behaviour reported by pupils, staff or parents/carers. In any incidents of bullying, the teacher will speak separately to the pupils involved, in an attempt to get both sides of the story. All interviews will be conducted with sensitivity and with due regard to the rights of all pupils concerned. Interviews may also be conducted with other pupils who are not directly involved in order to collate additional information.

1. When analysing incidents of bullying behaviour, the teacher will seek answers to the questions of what, where, when, who and why, in a calm manner, setting an example in dealing effectively with the conflict in a non-aggressive manner.
2. If a group of pupils is involved, each member will be interviewed individually and then as a group. Each member will be asked for his/her account of what happened to ensure that everyone is clear about what everyone else has said. Other pupils may be interviewed in order to get a clearer picture.
3. Incidents of one off aggression or friendship issues will be dealt with as appropriate. In all cases the pupil that is perceived as the bully will be asked to view their actions from the victims point of view.
4. Where it is determined that bullying behaviour has taken place appropriate sanctions will be put in place in order to change the unacceptable behaviour of the bully. The school counsellor will be involved in developing strategies of behaviour modification and used to support both the victim and the aggressor.
5. In cases where it has been determined that bullying behaviour has occurred both sets of parents/carers will be invited into school to (a) explain actions taken and the reasons for them, (b) discuss ways in which they can reinforce or support actions taken by the school.
6. All incidents of bullying are carefully recorded.

Monitoring and Evaluation

The class teacher as a matter of course records bullying incidents and actions. Recorded incidents will be reviewed.

Strategies employed for dealing with incidents of bullying are reviewed periodically in order to evaluate the success of implementation.

The Headteacher reports annually to the Governors on the monitoring of the anti-bullying policy.

Other relevant policies

Good Behaviour
Race Equality

