



St. George's C of E Primary School

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St George's C of E School and Nursery

ANTI- BULLYING POLICY

2019-20

Approved by ¹	
Name:	Steven Herbert
Position:	Head Teacher
Signed:	<i>Steven Herbert</i>
Date:	14.5.2019
Review date ² :	14.5.2020

St George's CE Primary School

Anti-Bullying Policy

September 2017

Introduction:

Bullying affects everyone, not just the bullies and the victims. It also affects those other children who watch, and less aggressive pupils can be drawn in by group pressure. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse and violence are to be found in our society. No one person or group, whether staff, parent or pupil, should have to accept this kind of behaviour.

The School believes that its pupils have the right to learn in a supportive, caring and safe environment without the fear of being bullied. All institutions, large or small, contain some numbers of pupils with the potential for bullying behaviour. If our school is well disciplined and organised, we can minimise the occurrence of bullying. We promote a strong Christian ethos and good citizenship, where it is made clear that bullying is a form of anti-social behaviour, which will not be tolerated.

It is our intention to provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations. Bullying complaints will be dealt with firmly, fairly and promptly and will require the full support of parents.

Common features of bullying:

- It is deliberate, hurtful behaviour
- It is repeated, often over a period of time
- It is difficult for those being bullied to defend themselves

The three main types of bullying:

- Physical: eg. hitting, kicking, taking belongings
- Verbal: eg. name-calling, insulting, offensive remarks
- Indirect: eg. spreading nasty stories, excluding from groups

Staff and children need to be made aware of the dangers of Cyber-bullying and chat rooms. The work will be covered by staff and by outside agencies specialising in this area. Please also refer to our Social Networking Policy.

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 racial bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities

A Telling Environment:

St George's CE Primary School is a Telling School. Pupils know that telling someone about inappropriate behaviour is the best way of everyone keeping safe. Telling will help the person misbehaving change their behaviour and to keep out of trouble. Pupils know that it is important to tell someone as soon as possible so that the situation can be promptly dealt with. We also operate a Kidsafe rolling program which encourages pupils to have a voice and address legitimate bullying issues.

At this school we all understand that we have the right to be safe and as well have the responsibility of looking after each other. That means that if we see someone being picked on, repeatedly teased or bullied we know that we have a duty to help this stop. While we know it is better if we can sort it out ourselves, we also know that involving the teachers, other adults and the Kidsafe Tutor are good ways of solving the problem.

The School Council asks for regular forums to allow the children to talk about issues which may concern them, so that they can feed back to the senior management team.

Responsibilities:

At St George's we have:

- regular opportunities for pupils to talk about what's going on, through Circle Time, School Council, Pastoral care, behaviour coaching, peer support, assemblies and Kidsafe sessions
- clearly understood, consistent, open and fair responses to inappropriate behaviour
- a commitment to constantly reinforcing the 'telling' message through PSHE lessons, Kidsafe sessions etc.
- A behaviour coach who works with children who struggle to behave in an appropriate manner.

1. All members of the school have a responsibility to recognise bullying and to take action when they are aware of it happening.
2. All staff should treat any report of bullying seriously and take action - any such incidents must be recorded in the behaviour log.
3. Staff should first listen to the pupil and then make such enquiries as may be necessary to clarify exactly what has been happening.
4. The children being bullied should be assured that they have acted correctly in reporting the bullying.

Dealing with incidents of bullying:

If a member of staff becomes aware of an incident of bullying they should report it to the head teacher, who will consult with the member of staff to decide upon an appropriate course of action. Any such incident should be logged by the head teacher. Where bullying

is of a Racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form.

If a child becomes aware of/or has been a victim of an incident of bullying they should report it to their Class teacher.

The first step will be to gain a clear understanding of exactly what has been happening. Once this has been done the aim of the intervention will be to stop the abuse. The most effective way is to make sure the bully changes his or her behaviour. The first action is to stop their unsafe behaviour.

Each child involved will be spoken to separately and staff will talk to any witnesses. The child doing the bullying will be made to recognise that not only is their behaviour damaging the victim, but that the other people in the school do not like the behaviour. He/she will be removed from the classroom/playground environment where the bullying has occurred and they will be clearly informed about why they are being removed. The offender may be asked to write a letter home explaining why he/she has been isolated, as a useful way of checking if they understand the reasons clearly. The child in question will be monitored closely for a fixed period of time, with a review meeting with his/her parents arranged to discuss progress.

The victim will be told that we are relieved that the behaviour is out in the open and that it can now be dealt with. The child will be given the choice about how the incident might be dealt with, then given advice on how to deal with any further incidents and which members of staff to refer their problems to. If a bullying incident affects a particular class of children, the class teacher will overtly ensure that some anti-bullying work is undertaken.

Bullying outside the school premises:

We are not responsible for bullying outside of school, however we will:

- Talk to pupils about how to handle bullying outside of school
- Talk to the Headteacher of another school whose pupils are bullying
- Inform the police where necessary

Parents/Guardians:

Parents will be made fully aware of the Anti-Bullying Policy, Behaviour Policy and Social Networking policy. If a bullying incident is brought to the Headteacher, then the parents of both the child doing the bullying and the victim will be informed. It will be stressed that bullying will not be tolerated and if the bullying continues, then appropriate disciplinary sanctions will be used, removal from a group, withdrawal of break and lunch time privileges, withholding participation in school events that are not an essential part of the curriculum, up to and including permanent exclusion.

Monitoring:

The Head teacher and Governors will:

- review standards of normal practice and assess policy effectiveness

- use periodic questionnaires and discussions for pupils' perception of bullying
- update the policy as necessary
- oversee the operation of the policy
- ensure logs are completed accurately
- investigate patterns of absence to ensure that children are not taking days of school due to fear of being bullied
- support the school in the area of sanctions and exclusions.

Policy first prepared: April 2003

This policy supercedes that reviewed September

To be monitored and reviewed every two years by the Head teacher and SLT, staff and Governors.

Reviewed by:	N Thomson	Dated:	September 2017
Approved by:	S Herbert		September 2017

Ratified by: **Eric Rogers** Next review date: September 2018