



All Saints CE Primary School

Anti-Bullying Policy

Rationale

Our core aim from our mission statement is;

'At All Saints, we all flourish and achieve as a child of God'

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. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a ***Christian community where everyone matters***. This means that anyone who knows that bullying is happening is expected to tell the staff. Everybody has the responsibility to work together to stop bullying.

Aims

- To school Mission Statement, making sure that everyone understands that bullying will neither be condoned or accepted in our community
- To ensure that all pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- To ensure that all Governors and teaching and non-teaching staff know what the school policy is on bullying, and follow it when bullying is reported.
- To give children confidence to seek help for themselves and others in dealing with incidents
- To support the school's existing policies for Behaviour Management, Child Protection and Equality
- To assure pupils and parents that they will be supported when bullying is reported. Bullying will not be tolerated.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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 email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology , i.e. camera & video facilities

(This is taken from the Anti-Bullying organisation – Kidscape)

Why is it Important to Respond to Bullying?

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

Schools have a responsibility to respond promptly and effectively to issues of bullying.



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Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

Procedures

1. Report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.



Prevention

We will use the following methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays) having discussions about bullying and why it matters through the use of Social & Emotional Aspects of Learning (SEAL) resources and circle time activities and participating in Anti bullying Week

Strategies

- To be pro-active: to try to prevent and discourage incidents of bullying from taking place through work done in areas of the curriculum, e.g. P.S.H.C.E., Circle Time, R.E. drama and collective worship.
- To raise awareness and understanding about bullying among all staff, parents, Governors and children.
- To ensure effective supervision of the children especially in the cloakrooms and playground.
- To improve the quality of playground provision.
- To make children aware that bullying is not acceptable.
- To encourage children to speak out and to know that when incidents are reported they will be dealt with positively and effectively.
- To be aware of children who may be possible victims, i.e. those who are: -
 - new to the class or school
 - different from others in appearance, speech or background, interests
 - low self esteem
 - nervous or anxious
 - special educational needs

Monitoring & review, policy into practice

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DfE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk
Anti bullying Alliance	www.anti-bullyingalliance.org.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

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Incident Report No:	Date
Time	Location
Supervising Staff Present	
What happened (liaison person's report)	
Pupil's comment	
Parents comment	
Action(s) agreed	File for Reference
	Contact liaison
	Arrange meeting
	Date

Map of Problem area

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You may want to outline feature(s) in the playground, or the seating area in the classroom etc.

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Home/School Meeting

Date	Time
Location	Present
Agreed at meeting	
Decision	
Review Date	Continue monitoring