



## Anti-bullying Policy

Approved by:	Headteacher		Date: 16 <sup>th</sup> June 2021
Last Reviewed on:	8 <sup>th</sup> June 2020	Assistant Headteacher changed format and edited PSHE scheme.	
Last Reviewed on:	16 <sup>th</sup> June 2021	HT with school council added our behaviour principles	
Next Review on:	Spring 2024		

### Our Principles

A person who can truly be described as educated does not have a vast bank of knowledge; they have the ability to use that knowledge for their own good and for the good of humanity. The development of a strong spiritual and moral framework based on Christian values is an essential part of the education that will be on offer.

Our values of Care like Jesus, Respect God the Father and Inspire the Spirit is the ways we help children grow and flourish so that they are productive citizens. The two great commandments given by Jesus underwrite the life of the school, they are to 'love God' and to 'love your neighbour as yourself'. Both of these instructions should be evident in the whole life of the school, in the relationships between all members of the school community, pupils, staff and parents, also in the management of behaviour. The children have chosen the parable of the Good Samaritan to illustrate our approach and the parable of the Lost Sheep.

### School Statement

At St Saviour's we are committed to providing a caring, friendly and safe environment for all 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 TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff. **Aims/Objectives**

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of bullying and that all staff are free from fear of bullying by pupils. The objectives are:

- All members of the school community have an understanding of what bullying is
- All members of the school community 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
- Pupils and parents should be assured that they will be supported when bullying is reported
- That the whole school community knows that bullying will not be tolerated

## **Context**

Head teachers have a legal duty under the Schools Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006, the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

## **Scope of policy and links to other policies**

This policy includes:

- Bullying of pupils by pupils within the school
- Bullying of and/or by pupils outside of school, where the school is aware of it
- Bullying of staff by pupils within or outside school

Allegations about bullying of pupils by staff will be dealt with under the school's Safeguarding Policy.

This policy has links to the following policies and procedures:

- Equality and diversity policy
- Behaviour policy
- Acceptable use policy (internet safety)
- Safeguarding/child protection policy
- Complaints procedure

## **Consultation**

This policy had been developed in consultation with pupils, parents/carers and school staff. This included questionnaires, pupil interviews and class discussions. It has also been approved by the school council and governors.

## **Definition**

Bullying is "when a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- 'Badly different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for yourself then, it could be bullying.

When a person, or a group of people, has been made aware of the effect of their behaviour on another person, and they continue to behave in the same manner – **this is bullying.**

Bullying is any behaviour by an individual or group that:

Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it.

Happens more than once – there will be a pattern of behaviour, not just a one-off incident

Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves

It can be:

Physical, e.g. kicking, hitting, taking and damaging belongings

Verbal, e.g. name-calling, taunting, threats, offensive remarks

Relational, e.g. spreading nasty stories, gossiping, excluding from social groups

Cyber, e.g. texts, emails, picture/video clip bullying, instant messaging (IM)

St Saviour's recognises that bullying that is motivated by prejudice is a particular concern, for example racist, sexist and homophobic bullying and bullying related to perceptions about disability and/or special education needs. All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying.

### **Identifying Bullying**

All concerns about bullying at St Saviour's will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. School staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

### **Reporting Bullying**

All pupils will be encouraged to report bullying by:

Talking to a member of staff of their choice

Completing a 'bullying concern' form and placing it in the box at reception

Contacting local and national support agencies for advice/support

Staff who are being bullied will be encouraged to report it to a colleague of their choice.

Parents will be encouraged to report concerns about bullying and to support the school in tackling it.

Parents should not try and resolve bullying directly with pupils or their families, as this can lead to escalating problems.

### **Responding to Bullying:**

**School:** The school will take the following steps when dealing with concerns about bullying:

If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it

A clear account of the concern will be recorded and given to the Head Teacher

The Head Teacher will interview everyone involved and keep a detailed record. This will be held in line with the school's data protection policy/practice

Class teachers will be kept informed and if it persists, the form

Parents and other relevant adults will be kept informed

Where bullying occurs outside of school, any other relevant schools or agencies (youth clubs, transport providers) will be informed about the concerns and any actions taken

Punitive measures will be used as appropriate and in consultation with relevant people

### **Pupils and staff:**

*Pupils and staff who have been bullied will be supported by:*

Offering an immediate opportunity to discuss the experience with a member of staff of their choice  
Providing reassurance that the bullying will be addressed  
Offering continuous support  
Restoring self-esteem and confidence  
The use of specialist's interventions and/or referrals to other agencies e.g. learning mentor, where appropriate.

*Pupils who have bullied will be helped by:*

Discussing what happened  
Discovering why the pupil became involved  
Establishing the wrong doing and need to change  
Informing parents to help change the attitude of the pupil  
The use of specialist interventions and/or referrals to other agencies where appropriate

*The following disciplinary steps can be taken:*

Official warnings to cease offending  
Detention  
Exclusion from certain area of school premises  
Confiscation of mobile phones, in line with our Acceptable Use (internet safety) policy  
Fixed-term exclusions  
Permanent exclusion

## **Parents**

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal complaints procedure:

Where a pupil is involved in bullying others outside school, e.g. in the street or via cyber bullying, parents will be asked to work with the school in addressing their child's behaviour, e/g/ restricting internet usage.  
Referral of the family to external agencies will be made where appropriate.

*At St Saviour's we will aim to prevent bullying by:*

Raising awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies, subject areas and informal discussions, as appropriate, in an attempt to eradicate such behaviour  
Use the JIGSAW PSHE scheme to raise awareness and educate the children in each year group  
Participate in national and local initiatives such as Anti-Bullying Week (Nov)  
Seek to develop links with the wider community that will support inclusive anti-bullying education  
Consider the use of specific strategies and/or implement the programme e.g. peer mentoring, playground friends etc.  
Writing a set of school rules that addresses bullying  
Signing a behaviour contract in each class

## **Monitoring and Evaluation**

The Senior Leadership Team will lead on the implementation of the policy and act as the link person with the local authority and external agencies. An annual report will be made to the governing body including statistics about the number of reported cases, monitoring information, actions taken and outcomes. The school will review the policy annually and assess its implementation and effectiveness.