



### **ANTI-BULLYING POLICY**

We recognise our moral and statutory responsibility to safeguard and promote the welfare of all pupils. We endeavour to provide a safe and welcoming environment where children are respected and valued. We are alert to the signs of different types of bullying and follow our procedures to ensure that children receive effective support, protection and justice.

St Alfege with St Peter's Church of England Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment

We have a duty of care to protect pupils from bullying as part of our responsibility to provide a safe, secure, caring and friendly school environment for all the children in order to protect them from those who wish to deliberately hurt them either physically or emotionally. We believe all our safeguarding procedures are in line with Sections 3(5) and 87(1) of the Children Act 1989 and Section 157 of the Education Act 2002 and that we promote the welfare of all children in our care.

We believe bullying takes many forms such as physical, verbal, social exclusion and the misuse of mobile phones and Internet social networking websites. It is our duty to look out for all signs of bullying and to take the appropriate action to stop it. We will deal with all incidents of alleged bullying.

The school aims to promote behaviour in pupils, which shows care and consideration for others and respect for the environment. We strive to provide a secure and stimulating setting in which they can feel comfortable and happy with their learning.

#### **Defining bullying**

There are four main types of bullying. They are:

- Physical (hitting, kicking, damaging belongings)
- Verbal (name calling, racist remarks)
- Indirect (spreading rumours, excluding someone from a social group)
- Cyber (sending malicious text messages, making inappropriate comments on social media, e-mails phone calls)

#### **The nature of bullying**

There are many definitions of bullying, but it is generally accepted to be:

- Deliberately hurtful (including aggression)
- Repeated, often over a period of time
- Difficult for victims to defend themselves against

We appreciate that children who are bullied often feel frightened, angry and perplexed. These are natural emotions and parents will often become distressed themselves if they feel that their children are being bullied. Bullying and its distressing effects can only be dealt with if responsible adults are made aware of what is happening. Pupils must be encouraged to report bullying. This policy is designed to ensure that as a school we are alert to the signs of bullying and act promptly and firmly against it.

#### **The principles under-pinning this policy are:**

- St Alfege with St Peter's Church of England Primary School is committed to inclusion, equality and justice
- All people should be treated fairly and with respect and dignity
- All members of the community have a responsibility to take reasonable care for the health and safety of others at work



- All forms of bullying behaviour are unacceptable and the school operates a zero tolerance approach
- Where bullying is challenged effectively people feel safe and happy and will demonstrate that we are a caring school

The aims of this policy are to ensure that:

- All members of the school's community feel safe and learn, play, work and enjoy the company of others
- All members of the school community are listened to and have their concerns taken seriously
- Effective steps are in place to prevent physical, verbal, indirect and cyber bullying
- There is a consistent approach to responding to and with dealing bullying swiftly

### **What does the School do to try and eliminate bullying?**

We continually promote our expectation of high standards of behaviour by:

- being good role models
- commanding appropriate behaviour and showing disapproval of unacceptable behaviour
- teaching pupils how to talk through their disputes, rather than using aggression or bullying
- teaching children about bullying, why it is pernicious and where children can get help
- supporting people who do bully to change their behaviour patterns
- positive class teaching - providing opportunities within the curriculum to discuss bullying issues
- using collective worship to promote and foster a positive school ethos
- helping people develop positive strategies
- helping people to build positive self- images

We believe that we will be successful for children when they:

- Feel confident enough to talk to an adult without feeling they are telling tales
- Are able to demonstrate their disapproval of bullying
- Are able to show understanding and support to children who may have been bullied
- Are thoughtful and careful about teasing and using personal remarks
- Don't stand by and watch, but get an adult straight away
- Understand that nobody 'deserves to be bullied' and each individual owns their own behaviour

We believe that we will be successful for staff when:

- When the curriculum is effectively delivered
- The consequences of bullying are fully understood by all staff and responses are swift and positive
- They feel confident in asking for advice and support with bullying issues
- Through monitoring playground play the quality of playground supervision is excellent
- All incidents of bullying are recorded in a central log

We believe that we will be successful for parents when they:

- Feel confident about engaging with the school
- Understand the school's approach to dealing with bullying
- Are satisfied that the school is doing everything it can to deal with and limit bullying

### **CYBER-BULLYING?**

There are many types of cyber-bullying. Although there may be some of which we are unaware, here are the more common.



1. Text messages —that are threatening or cause discomfort - also included here is "Bluejacking" (the sending of anonymous text messages over short distances using "Bluetooth" wireless technology)
2. Picture/video-clips via mobile phone cameras - images sent to others to make the victim feel threatened or embarrassed.
3. Mobile phone calls — silent calls or abusive messages; or stealing the victim's phone and using it to harass others, to make them believe the victim is responsible.
4. Emails — threatening or bullying emails, often sent using a pseudonym or somebody else's name.
5. Chatroom bullying — menacing or upsetting responses to children or young people when they are in web-based Chatroom.
6. Instant messaging (IM) — unpleasant messages sent while children conduct real-time conversations online using MSM (Microsoft Messenger) or Yahoo Chat – although there are others.
7. Bullying via websites — use of defamatory blogs (web logs), personal websites and online personal "own web space" sites such as Bebo (which works by signing on in one's school, therefore making it easy to find a victim) Facebook and Myspace – although there are others.

**At St Alfege with St Peter's CE Primary School**, we take this bullying as seriously as all other types of bullying and, therefore, will deal with each situation individually. An episode may result in a simple verbal warning. It might result in a parental discussion. Clearly, more serious cases will result in further sanctions.

Technology allows the user to bully anonymously or from an unknown location, 24 hours a day, 7 days a week. Cyber-bullying leaves no physical scars so it is, perhaps, less evident to a parent or teacher, but it is highly intrusive and the hurt it causes can be very severe.

Young people are particularly adept at adapting to new technology, an area that can seem a closed world to adults. For example, the numerous acronyms used by young people in chat rooms and in text messages (POS - Parents Over Shoulder, TUL – Tell You Later) make it difficult for adults to recognise potential threats.

Here, pupils are taught how to:

\*Understand how to use these technologies safely and know about the risks and consequences of misusing them.

\*Know what to do if they or someone they know are being cyber bullied.

\*Report any problems with cyber bullying. If they do have a problem, they can talk to the school, parents, the police, the mobile network (for phone) or the Internet Service Provider (ISP) to do something about it.

**Our school has:**

1. An Acceptable Use Policy (AUP) that includes clear statements about e-communications
2. Information for parents on: E-communication standards and practices in schools, what to do if problems arise, what's being taught in the curriculum.
3. Support for parents and pupils if cyber bullying occurs by: assessing the harm caused, identifying those involved, taking steps to repair harm and to prevent recurrence.

### **What should a parent do if they believe their child is being bullied?**

If a parent suspects that their child is being bullied they should contact the school immediately. Initially they should speak to their child's class teacher. If a parent has very serious or urgent concerns they should contact the school office for an appointment to meet with Mrs Wilson (Headteacher) or Mrs Harris (Deputy Headteacher)

Parents should:

- Try to react proportionally to any incidents involving their children



- Show sympathy but try not to dwell on the situation
- Tell your child that bullying does exist and it's not their fault
- Not try to deal with school related incidents without contacting the school first.
- Not tell siblings or friends to deal with the problem.
- Not approach a child, even if you feel that your child is being bullied. As this may cause you to be accused of intimidation or bullying yourself.

If a parent is unhappy with the outcome of an investigation, they can contact the Chair of Governors as set out in the school's complaints procedures. All cases of bullying are taken seriously and will be dealt with immediately.

### How do we support the victims of bullying?

Initially we feel it is important to listen carefully to, and believe the recipient's perception of what has happened to reassure them that they have acted correctly by telling an adult. The recipient will be asked to explain fully what has happened and asked questions in a non-judgemental way so they are not made to feel that they are responsible for the behaviour, or that their complaint is trivial or time wasting. The accused perpetrator of the bullying will be questioned and listened to along with any reliable witnesses. Having listened to both accounts, if it is felt that further action is necessary the parents of both children will be contacted.

Children who have been the victim of bullying can expect support in the following ways:

- by letting them know that the School fully supports them
- by reassuring them that the behaviour will be dealt with
- by giving them support to re-build their confidence and be more assertive
- by providing children with a 'safe haven' during break/lunch times where they can feel secure and comfortable

### How does the school deal with perpetrators of bullying?

We believe that education and awareness raising is the most effective way of dealing with children who have learned bullying. Our aim is to get the person who has been using bullying behaviour to feel concern for the victim. The parents of children who have been accused of bullying will be contacted straight away and made fully aware of the allegations. Perpetrators of bullying will have to account for their actions and apologise. The School may impose sanctions as set out in the Behaviour Policy.

**Reviewed:** July 2019  
**Next Review Date:** July 2020  
**Custodian:** Governing Body/Learning & Achievement Committee

**Signed by the Chair of Governors:**