

## Anti Bullying Policy

### Statement of intent

At St. Michael's C of E Primary School we aim to provide a safe, caring and friendly environment for all our children and young people to allow them opportunities to learn effectively, improve life chances and help them maximise their potential.

We will strive to ensure children and young people feel safe, including that they understand the issues relating to safety, such as bullying and that they feel confident to seek support should they feel unsafe.

### Objectives

- All staff should have an understanding of what bullying is
- All staff should know, understand and follow this policy
- All our children and young people and their parents should know what to do if bullying occurs
- It should be made clear that bullying behaviour is not acceptable

### What is Bullying?

Bullying can be defined as:

*Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally*

Bullying can take place between individuals or groups; face to face, indirectly or using a range of cyber bullying methods, the recognised categories are:

- **DIRECT PHYSICAL BULLYING:**  
Hitting, kicking, pushing, taking or hiding/damaging belongings including money
- **DIRECT VERBAL BULLYING:**  
Name calling, teasing, insulting, using verbal threats
- **INDIRECT BULLYING:**  
Looks, social exclusion, spreading rumours, gossiping and graffiti

Cyber bullying is a more recent problem that has come about through the increased use of mobile phones and the Internet. It can be an extension of face to face bullying, with technology providing the person who bullies with another route to harass their target. However it differs in several significant ways from other kinds of bullying: the invasion of home and personal space; the difficulty in controlling electronically circulated messages; the size of the audience; and the perceived anonymity. It may also involve the misuse of associated technology such as cameras and video facilities.

Cyber Bullying can be defined as:

*The use of Information and Communication Technology (ICT), particularly mobile phones and the Internet, deliberately to upset someone*

Whilst working on these definitions it was identified and agreed by the strategy steering group that the Lincolnshire definition of bullying should highlight three key words: *intentional, unintentional* and *repeated* behaviour.

Policy to be reviewed September 2017

### **Why are children bullied?**

Children are bullied for a variety of reasons however vulnerable groups are particularly at risk of bullying.

Specific types of bullying include:

- Bullying related to race, religion or culture.
- Bullying related to Special Educational Needs (SEN) or disabilities.
- Bullying related to appearance or health conditions.
- Bullying related to sexual orientation or of a sexist nature.
- Bullying of young carers or looked-after children or otherwise related to home circumstances.

There is no “hierarchy” of bullying – all forms of bullying should be taken equally seriously.

### **Signs & Symptoms**

Children and young people who are being bullied may show changes in 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 unexplained behaviour.

All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy.

### **Reporting**

Clear and well publicised systems for reporting bullying should be in place for all, this includes those who are the target of bullying or have witnessed bullying behaviour (bystanders).

- Teaching staff who believe a child in their class is being bullied will report this on a “Green Sheet” to the Headteacher.
- Non-teaching staff who believe bullying is taking place should report this on a “Green Sheet” to the child’s teacher who will then inform the Headteacher.
- Children (victims or bystanders) should not delay in reporting any incidents of bullying to a member of staff as they are not always aware there is a problem.
- Children (victims or bystanders) should be able to report incidents of bullying without fear of reprisals.
- Parents who believe their child is being bullied should report any incidents to the child’s class teacher as silence is damaging and not a solution.
- Parents should not be afraid if their child is causing the problem. Our School employs a ‘NO BLAME’ approach to bullying and focuses on the deed not the child.
- The Headteacher will ensure governors are informed through the Headteacher’s Report at governors meetings.

Policy to be reviewed September 2017

## **Responding**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached, a clear account of the incident should be recorded on a 'Green Record of Bullying Sheet' and transferred onto the 'Pupils Behaviour' 'Record of Bullying' computer file.
- Senior staff will be informed
- Parents will be kept informed
- Measures will be used as appropriate and in consultation with all parties concerned.
- If the matter has been extremely serious or parents do not feel it has been sorted out satisfactorily further action can be taken by writing a formal complaint to the Headteacher or Chair of Governors.

Children and young people who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with an adult of their choice
- Reassuring the child
- Offering continuous support
- Restoring self-esteem and confidence.

Children who have displayed bullying behaviour will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or carers to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Playtime detention
- Exclusion from certain areas of premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion.

## **Evaluation**

The policy should be reviewed annually to assess the effectiveness of its implementation through discussion with all stakeholders. The policy will be promoted and implemented throughout the year and is available to all parents via the school website or from the school office.

This policy reflects the consensus of opinion of the whole school community having been drawn up as a result of discussion with a working party made up of representatives of teaching and non-teaching staff, parents, governors and pupil representatives.

Policy to be reviewed September 2017

## Anti Bullying Report Sheet

Which category does this report reflect?

*Bullying can take place between individuals or groups; face to face, indirectly or using a range of cyber bullying methods, the recognised categories are:*

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- **DIRECT VERBAL BULLYING:**  
Name calling, teasing, insulting, using verbal threats
- **INDIRECT BULLYING:**  
Looks, social exclusion, spreading rumours, gossiping and graffiti
- **CYBER BULLYING**  
The use of ICT, particularly mobile phones and the Internet, deliberately to upset someone

Child's Name: .....

Class: .....

Record of Incident:

Staff Member Reporting: .....

Signed: .....

Date: .....

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