

St Faith & St Martin Church of England Junior School

Anti - Bullying Policy

Rationale

St Faith & St Martin Church of England is committed to the principle of helping children and adults to achieve more and places the happiness, welfare and safety of the children who attend the school as its highest priority. St Faith & St Martin Church of England will endeavour to provide an environment that is safe and free from bullying. Bullying is not tolerated and staff at the school will act swiftly and firmly to deal with any situations which arise.

St Faith & St Martin Church of England has written this policy to ensure that best practice and procedures are carried out at the school.

Aims

- To provide a safe, caring environment for the whole community and especially the children in our care.
- To instill in children that bullying is unacceptable and that reports of bullying will be taken seriously, recorded and acted upon.
- To reassure children that they will be listened to and will know that it is all right to tell.
- To listen to the concerns of parents and keep them informed of actions taken in response to a complaint.
- A full investigation will follow any report of bullying with detailed records kept of incidents, reports and complaints.
- To take appropriate action, including exclusion in cases of severe bullying.
- To monitor incidents of bullying during each academic year: The Headteacher will monitor and ensure records are kept of each incident.

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Definition

The DfE definition of bullying, as defined in their Guidance: 'Safe to Learn: embedding anti-bullying in schools', is:

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

Definitions of Types of Bullying:

Emotional: This form of bullying occurs when a person is deliberately (or excludes another person by) being overtly nasty or unkind. An example of emotional bullying is encouraging people not to play with somebody or making fun of somebody.

Physical: This form of bullying involves a deliberate physical act which results in injury or hurt feelings. Examples include punching, slapping or kicking.

Psychological: This is a very complex form of bullying which involves deliberate acts which cause fear or anxiety in another person.

Implementation of Policy

Preventing Bullying Behaviour

- The Headteacher and staff will make every effort to create a safe, secure and caring environment in the school, where bullying is not acceptable in any form.
- The school/home contract must be signed by parents and children before the place at the school commences. The Headteacher will discuss the expected levels of behaviour prior to the child starting with the school.
- Circle time sessions, ELSA support, drama and role play sessions will be facilitated to explore issues connected with bullying and its consequences at levels appropriate to the age of the children attending the school.

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Procedures for Dealing with Bullying Behaviour

When dealing with suspected incidents of bullying staff will be guided by the following principles:

1. *Never ignore suspected bullying.*
2. *Do not make premature assumptions. Listen to both sides of the story.*
3. *Listen carefully to all people– more than one child with the same version does not mean they are telling the truth.*
4. *Use a logical approach that moves pupils forward and focuses on making things right.*
5. *Follow up the issue to check bullying has not reoccurred.*
6. *Record information in detail outlining any incidents and conversations.*

In the event of incidents which have been identified as ‘bullying’ the following principles and procedures will be followed at St Faith & St Martin Church of England.

- Incidents of bullying at the school will be investigated thoroughly and sensitively following the school policy. Any reported incidents must be reported to the Headteacher immediately.
- Children will be encouraged to report any incident of bullying that they experience or witness. Staff will reassure children that what they say will be listened to and taken seriously and detailed notes must be made clearly stating the allegation the child has made.
- The procedures will be explained to the child so that they are fully aware of the action to be taken. A CPOMS log must be completed outlining the incident and action to be taken.
- A ‘Worry Monsters’ will be located in the school at all times and will allow children or parents to write down their feelings or problems in a non-threatening way. The box will be regularly checked by the school supervisors and incidents followed up.
- Staff members have a duty to inform the Headteacher of any bullying incidents they witness or suspect involving children or adults at the school.

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- The victim of bullying will be comforted and supported by members of staff. Children will be closely supervised and their emotional well being will be checked regularly.
- In the majority of cases bullying behaviour will be dealt with according to the strategies set out in the Behaviour Management policy. This will involve working and talking with the bully to help them understand the impact of their behaviour and helping them make changes to prevent any occurrence of the behaviours causing concern.

Sanctions for perpetrating bullying behaviour bully may include:

1. *Verbal reprimand by the Headteacher.*
 2. *Discussions with parents/carers where appropriate.*
 3. *Withdrawal of children from activities at the school.*
 4. *Loss or reduced breaktimes for a period.*
 5. *Fixed period of exclusion from school.*
 6. *Permanent exclusion from the school may be used depending on the severity of the incident.*
- If a child has been the perpetrator of bullying the Headteacher will inform their parent, carer or guardian and if necessary have a formal meeting with the parents to discuss the issues and identify solutions to the problem.
 - If a staff member has been the perpetrator of bullying this will be dealt with by the Headteacher in accordance with the Staff Competency and Disciplinary Policy.
 - The school may refer to the Home/School contract signed by the parent/carers and child to make clear the expected level of behaviour at the school.
 - Where bullying behaviour persists and is not stopped by using the strategies outlined in the Behaviour Management Policy, more serious actions may have to be taken if the behaviour is causing significant harm to another child or adult.
 - If a parent or carer is unhappy with any aspect of the way the school handles the issue of bullying they may refer to the School's Complaints policy.

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Disability Equality Impact Assessment

This policy has been written with reference to and in consideration of the school's Disability Equality Scheme. Assessment will include consideration of issues identified by the involvement of disabled children, staff and parents and any information the school holds on disabled children, staff and parents.

Any questions or concerns regarding this policy should be made to the Headteacher.