

St Botolph's C of E (C) Primary School

ANTI-BULLYING POLICY

Micah 6:8

The Lord has told you what is good and this is what he requires of you; to do what is right, to love mercy and walk humbly with your God.



**Celebrating Faith,
Learning and Success**

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St Botolph's 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 welcome our duties under EA2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age (as appropriate), disability, ethnicity, gender (including issues of transgender and gender identity), maternity and pregnancy, religion and belief. We welcome our duty under the Education and Inspections Act 2006 to promote community cohesion.

1. Philosophy

The school's philosophy aims to provide a stimulating and caring environment in which each child may experience high standards of education and preparation for the future, working in partnership with parents and the local community. The Policy for Anti-Bullying is written in accordance with this philosophy.

2. Ethos Statement

We aim to create a well-organised, calm, supportive school environment in which children feel happy, valued and safe and where bullying will be neither tolerated nor ignored.

We aim to help our children to be responsible for their actions and behaviour and to be sensitive to the needs of others.

'Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan level.

The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith and promotes Christian values through the experience it offers to all its pupils.'

The Diocesan Ethos Statement.

3. Aims

- All governors, teaching and non-teaching staff, children and parents should have an understanding of what bullying is
- All governors, teaching and non-teaching staff should know the school policy for anti-bullying and follow it when bullying is reported
- All children and parents should be familiar with the school's policy for anti-bullying and what they should do if bullying arises
- To create a supportive ethos and break down the culture of secrecy which so often accompanies bullying
- To encourage open discussion of the issues at all levels

- To raise awareness of positive ways of solving problems through Personal Social and Health Education (PSHE), Social and emotional aspects of learning (SEAL) and other cross-curricular activities
- Suggest ways of building healthy relationships so that we have strategies for dealing with problems
- As a school we take bullying seriously. Children and parents should be assured that staff will respond positively and promptly to all reported incidents of bullying, in line with agreed procedures
- Give support and advice to victims, bullies, staff, governors and parents
- Provide a follow up service to those involved to ensure incidents are not repeated
- Bullying will not be tolerated

4. Definition

Bullying is a persistent, deliberate attempt to hurt or humiliate someone causing pain or upset.

Different types of bullying have three things in common:

- they involve deliberately (**PREMEDIATED**) hurtful behaviour (**PAINFUL**);
- they are repeated over time (**PERSISTENT**)
- they involve an unfair balance of power (**ABUSE OF POWER**), which makes it hard for those being bullied to defend themselves

Bullying may involve:

- hitting, kicking, spitting and other physical approaches
- name-calling, racist comments or jokes, threatening remarks, provocative behaviour, teasing, taunting
- taking, hiding or destroying people's possessions
- frightening someone into doing things they don't want to do
- spreading stories about someone
- ignoring or excluding someone from social groups
- inciting others to engage in any of the above behaviours
- cyber-bullying, **using social media**, texts, e-mails etc

It is important to note that not all aggressive behaviour is bullying

5. Signs and symptoms of bullying for the recipient

The following list contains some of the signs and symptoms a child may exhibit if she/he is being bullied. These signs may also be an indication that something other than bullying is troubling the child.

- Being frightened of walking to and from school
- Beg to be driven to school
- Being unwilling to go to school
- Inventing reasons for parent or child minder to come on to the playground before school

- Not wanting to go out onto the playground
- Arriving late for school
- Feeling ill in the mornings/headaches/stomach aches
- Truanting **or esconding**
- Waiting in the classroom at the end of the day until others have left
- Becoming anxious and withdrawn/depressed
- Attempted or threatened suicide **or self harm**
- Feelings of dread/powerlessness/fear/guilt/self-blame/embarrassment
- Crying themselves to sleep at night/nightmares
- Bedwetting
- Beginning to do poorly at school
- Inability to concentrate
- Loss of friends
- Coming home with clothes/books damaged or defaced
- Having possessions 'go missing'
- Asking for money or stealing money
- Continually 'losing' pocket money
- Unexplained cuts/bruises
- Coming home starving (lunch stolen)
- Becoming withdrawn, lacking in confidence
- Becoming aggressive and unreasonable
- Loss of appetite/changes in body weight
- Avoiding eye contact
- Stammering
- Loss of trust in adults to deal with the problem
- Bullying other children or siblings
- Giving improbable excuses to any of the above

6. How are incidents of bullying reported and recorded?

Children are encouraged to report any incidents as soon as possible to a member of staff, if at school, or their parents if they are at home.

If parents or carers are worried about bullying they should contact the school as soon as possible. We will listen and respond accordingly.

In the unlikely event of children feeling unable to speak to someone about an incident, they make an anonymous report by writing in down and giving to their class teacher or the Learning Mentor.

All incidents of bullying, including cyber-bullying, will be recorded and records will be kept by the Headteacher. These records will be monitored half termly by a Designated Child Protection Teacher **and reported within the half termly Headteacher's report to Governors.**

7. Who is a bully?

It is important that as well as supporting the victim, we consider the bully. We need to think about who may be a bully and why the bully behaves in the way that he/she does. Our aim must be to understand the bully and thereby be able to work with him/her in order to change their behaviour.

- Bullying can be carried out and received by pupils, teachers, parents, administrative staff and support staff

- When adults are involved, bullying can be defined as the persistent (and usually deliberate) misuse of power or position to intimidate, humiliate or undermine. It can take the form of a physical assault, verbal abuse, or non-verbal bullying, for example ostracising, intrusion, and unreasonable expectations.
- Adults can and do bully children – mothers, fathers, a parent’s partner, other family members and teachers for example. They may do it by shouting and scaring the child, by teasing or making fun of the child. Adults also bully by means of sarcasm, put-downs, making comparisons and name calling to control a class or individual child

8. Why do bullies do it?

- Bullies may have their own problems. **Their behaviour is a way of them communicating, however it is anti-social.** They may feel upset or angry or feel that they don’t fit in – perhaps they have problems at home
- Maybe they get bullied themselves, perhaps by someone in their own family or other adults
- They’re scared of getting picked on so they do it first
- They want to show off and seem tough
- Many have low self-esteem, not liking themselves and so take it out on someone else

If a child has been reported as being involved in bullying behaviour, including cyber-bullying, parents will be contacted as soon as possible. The success in managing and ultimately changing bullying behaviour depends on parents/carers and school working in close partnership with the child.

9. How will bullying behaviour be treated at St Botolph’s?

- All staff, children and parents will know how to respond to an incident of bullying
- Any reported incident will be fully investigated as soon as possible after the report **by a senior leader**
- The victim and the bully will be interviewed (separately), **where this is considered age and developmentally appropriate.** If it is found that bullying has taken place, then parents/carers will be informed as soon as possible
- The victim will be supported and seen on a regular basis. He/she will also be given strategies to help them
- The bully will be given targets for changing their behaviour. A record will be kept and the situation closely monitored
- If the bullying behaviour does not change then further sanctions may be used. The ultimate sanction for any school is permanent exclusion
- Parents and carers will be involved at all stages

10. How will the victim be supported?

People who have been or who are being bullied need a lot of help to regain or build their self-esteem or confidence. It is important, in the first instance, to believe the victim’s perception of what has happened and to assure them that

they have acted correctly in coming to you. Actively listen to them. Stop what you are doing, look at them, and respond by nodding and making supportive sounds.

Ask them to tell you what happened by asking neutral, **open-ended** questions such as:

- 'Tell me what happened?'
- 'Who was involved?'
- 'When and where did this happen?'
- 'What did you do or say at the time?'
- 'How often has this happened?'
- 'Was there anyone who heard or saw this?'
- 'Have you spoken to anyone else about this?'
- 'How has this affected you?'

It is not helpful to anyone if you conduct an 'interrogation' or if you make comments or ask questions which make them feel that in some way they were responsible for the behaviour, or that they are wasting your time. Children who are pressured into giving information, such as names, when they do not want to, may 'withdraw' or may even give information which is not strictly accurate, just to be 'released' from the situation where they feel pressured. They may not be ready to tell you everything just yet. Be patient. Do not convey the impression that the victim should feel guilty about being bullied and needing to seek help.

11. Prevention of bullying

At St Botolph's we aim to be proactive in our management of bullying. Through our Personal, Social, Health and Citizenship Education (PSHCE), e-safety training for staff and pupils, and SEAL scheme of work we strive to equip our children to recognise those situations which may undermine or threaten them and know who to speak to and what action can be taken. We place a heavy emphasis on developing our children's self-esteem, confidence and relationships. We encourage them to recognise and express their own feelings and be tolerant and considerate of others. We will review the physical environment to ensure that identified 'risk' areas are improved and made safe.

Despite our proactive prevention programme, we acknowledge that incidents may still occur. From participating in this programme, children, parents and staff will be able to actively manage the situation. We will make a commitment to ensuring all staff receive appropriate training.

12. What can parents and carers do to help?

- Talk openly to your children about bullying, including cyber-bullying, and ensure that they and you understand the shared definition of bullying. This will help to ensure that children understand the difference between bullying and 'one off' incidents, which of course may be distressing, but will not place the child at risk in the same way that bullying may
- Find time to listen to your children, believe them and support them

- Encourage your children and any other children you suspect may be being bullied, to tell a teacher or other suitable adult
- Encourage victims of bullying not to fight back using physical aggression
- If your children use aggressive behaviour and bullying tactics, encourage them to find alternative ways of behaving
- Know that you can contact your child's class teacher, the Headteacher or Assistant Headteachers. You are welcome to do this for advice or if you are worried in any way.

A parent guide has been written to support parents to understanding what bullying is, identify signs of bullying and how to support a child who they suspect is the victim of bullying behaviour.