

Marshland St James Primary & Nursery School



Anti-Bullying Policy

(To be read in conjunction with the school's Behaviour Policy)

Our School's Values and beliefs

We are a Church of England Primary School and in an attempt to encapsulate the ethos, spirit and aims of our school we have agreed the following 'Statement of Intent':

The school will provide a secure, caring, Christian community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and co-operation. We intend the school to be a happy and enjoyable place to work, which will provide the opportunity for every child and adult to fulfil their potential in a well resourced and stimulating environment.

We will encourage children to become confident, independent learners who are able to contribute positively to the school and the community in which they live so they can take their full place in society secure as individuals, whilst able to respect the needs and values of others.

In line with this statement:

- All bullying, of any sort, is therefore unacceptable.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

Objectives

To express our belief that all pupils should be included fully in the life of the school.

To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.

To reduce and to eradicate, wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.

To reduce and to eradicate, wherever possible, instances in which pupils are subject to any form of bullying.

To respond effectively to all instances of bullying that are reported to us.

To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.

To provide support for pupils who are accused of bullying, who may be experiencing problems of their own.

To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.

To meet any legal obligations which rest with the school.

Definitions of Bullying

Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.

Creating an anti-bullying climate in school

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

We also draw on the school's Curriculum, PHSE curriculum and SEAL materials (Social and Emotional Aspects of Learning) and promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying and our anti-bullying policy
- Increase understanding for victims and help build an anti-bullying ethos

- Teach pupils how constructively to manage their relationships with others

Circle Time, assemblies, role– plays and stories are used to show what pupils can do to prevent bullying, and to create an anti–bullying climate in school.

Bullying will not be tolerated and we make this clear in the information we give to pupils and parents when they join our school.

The School Code of Conduct is displayed around the school and regularly referred to or discussed with the children.

We will publish our anti–bullying policy on the school web–site.

Posters around school will tell pupils what to do if they are bullied, or see others being bullied, and about Childline and other sources of confidential help.

Our School Council offers a forum in which concerns about bullying can be discussed on a regular basis.

We will ask pupils whether they feel safe in school and we will supervise, and try to eliminate any unsafe areas which they report to us.

Responding to Bullying Incidents

Pupils who have been bullied should report this to:

- Their identified adult in school
- Any member of staff (Teachers, Teaching Assistants or Midday Supervisors)
- Their pupil buddy
- Their class member of the school council
- Their parents
- A school friend

Pupils who see others being bullied should report this to any of the above adults

The following steps will be taken when dealing with a reported or suspected incident:

- Any incidents of alleged bullying will be reported directly to the class teacher in the first instance, and then to the Head Teacher (or Senior Teacher in the Head Teachers' absence).
- Incidents will be fully investigated as soon as possible and a clear account of the incident will be written down and given to the headteacher.
- The Headteacher will interview all concerned and will record the incident.
- A record/note will be made and kept on pupil files.

- Parents (of 'victim' and 'bully') will be informed should any action be taken. Parents of 'victim' will be informed as soon as possible should a child have been caused to become distressed.
- The bully will be punished in line with the schools behaviour policy and/or appropriate sanctions taken depending on the severity of the incident.
- Any racist abuse will be recorded in the appropriate log, and the Chair of Governors informed.

Teaching Opportunities across personal, Social, Moral and Ethical Education Curriculum

Within the curriculum the school will raise awareness of the nature of bullying through inclusion in PHSE, assemblies and other areas as appropriate to highlight the consequences of bullying behaviour. Anti-bullying messages will also be reinforced through the SEAL program. School will have a regular approach to promoting PSHE work – through whole school assemblies twice each half term, and individual class work. Children also need to be taught the following:

- Rights and Responsibilities of the Individual. Children need to be taught that they have rights, but that there are responsibilities attached to these rights. Every child has the right to personal security and the responsibility to ensure that the security of others is not threatened.
- Celebration of Differences. Children should be taught to value and appreciate differences of gender, race, age, ability, belief and physical appearance.
- Friend or Enemy. Children sometimes need reminding that, if someone is not their friend, then this does not automatically mean they are an enemy.
- Provocation. Children should be made aware that their actions might lead others to be provoked into bullying behaviour.
- Imagination and Empathy. In order for children to be able to empathise, they need opportunities to develop their imagination.
- Imaginative Curriculum. All staff need to foster the development of children's imagination through both play and work situations to help them to learn how to empathise. Contexts: Role play – drama Literature, Poetry – appreciating and creating Art– Appreciating and creating 'Mini World' (living out situations through model people and places) Games and Circle Time
- Living by the Rules. Children should be taught what the school rules are and to understand the importance of their application. Teachers need to establish class rules and apply these consistently.
- Assemblies. Our assemblies have a part to play in delivering the personal, social, moral, spiritual and ethical curriculum to the whole school.
- Social Responsibility. Each child is responsible for their own behaviour and needs to be taught self-discipline and self-control.

- Assertiveness. Children should be taught to respond to provocation in an assertive rather than aggressive manner – e.g. “I don’t like that”.

Monitoring, Evaluation & Review

The school will review this policy regularly and assess its implementation and effectiveness. This policy will be shared and implemented with all stakeholders throughout the school. Governors will receive updates on the levels of bullying and any recorded incidents on a termly basis.

Reviewed Date: Autumn 2016

To be reviewed Autumn 2019