

## SANDFORD ST MARTIN'S CE VA FIRST SCHOOL

### POLICY ON ANTI - BULLYING

It is the aim of the School Anti-bullying policy to help create a positive, supportive, atmosphere which is based on shared values and a sense of community.

There is no justification whatsoever for bullying behaviour and it should not be tolerated in any form. Differences of race, religion, gender, sexual orientation, ability are absolutely repudiated as reasons for bullying.

The rules by which we conduct our affairs are derived from this aim and it is important that all staff and pupils clearly understand them. It is equally important that all staff act as effective role models in their relationships with children and with each other.

Bullying affects everyone, not just the bullies and the person being bullied. It affects those who watch and less aggressive pupils can be drawn in by group pressure.

Bullying of whatever kind is unacceptable and must not be regarded as an inevitable, or necessary, part of growing up. It must be clearly understood by everyone that it is wrong and will not be tolerated in this school, or on the way to and from school.

Staff should be alert to signs of bullying and harassment, must take seriously any complaint of bullying, and deal with it firmly, fairly and promptly

#### **Bullying can take many forms, including**

- Physical - hit, kick or manhandle
- Verbal - teasing/name-calling/insults relating to physical/social appearance, disability, gender, ethnic origin, sexual orientation or personality
- Psychological - spreading rumours, excluding from activities/discussions/groups of friends
- Extortion - threats to obtain money or property
- Damage/Theft - to/of belongings.
- Cyber – all areas of internet, such as email and internet chat room misuse, mobile phone threats by text messaging or calls, misuse of associated technology, i.e. camera and video facilities

#### **Signs and symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Adults should look out for 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 or lacking concentration. These signs could indicate other problems, but bullying should be considered a possibility and investigated.

## **Within our personal and social education programme**

- In all Year groups we use our PSHE guidelines and particularly aspects of our SEAL work to reinforce positive attitudes and behaviours.
- Our school uses 'Learning Routes' to help pupils develop their learning skills and thus enable them to deal with and communicate about issues that cause them concern.
- We use peer group pressure to actively discourage bullying
- We involve and discuss with children agreed class rules and behaviour using a rights and responsibilities framework
- Children are given opportunities to talk to an adult about a concern in a way that will not draw attention to them by using 'would like to chat' cards.

## **As a school, we shall seek to**

### **Deal with incidents by –**

- Meet those concerned individually and find out the facts of any incident
- Record incidents of bullying on incident record forms (see appendix) so that they can be monitored
- All staff working with those pupils concerned will be kept informed throughout
- Inform parents immediately if the incident involves violence
- Punitive measures will be used as appropriate and in consultation with all concerned.

### **Support pupils who have been bullied by –**

- Offering immediate opportunity to discuss experience with their class teacher
- Reassuring the pupil
- Help children develop positive strategies and assertiveness
- Restoring self-esteem and confidence

### **Help pupils who have bullied by –**

- Helping bullies to change their behaviour
- Discussing what happened
- Break up bully groups where it seems necessary
- Help children develop positive strategies and assertiveness
- Involve parents at an early stage if an incident is serious or repeated
- Involve other agencies, eg, Education Psychologist when necessary

### **Disciplinary actions –**

The following disciplinary actions may be taken:

- Official warning to cease offending
- Exclusion from playtimes (time limited as appropriate)
- Exclusion from certain areas of the school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion

**It is everyone's responsibility to try to prevent bullying from happening**

Policy agreed on –

Signed -

headteacher

Review due -

Governor