



All Saints' First School Denstone

Anti- Bullying Policy

Date: September 2014

Introduction – why we need an anti-bullying policy

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004).

Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

Consultation (DCSF March 2010) suggested introducing a requirement on schools to report and record serious and persistent incidents of bullying.

Development and dissemination process

This policy is based on a model policy and has been amended to suit our school according to comments and suggestions from pupils, parents, staff and governors.

Scope of this policy

This policy includes:

- Bullying of pupils by pupils within school
- Bullying of and/ or by pupils outside of school, where the school is aware of it.
- Bullying of staff by pupils within or outside school.
- Allegations about bullying of pupils by staff will be dealt with under the school's safeguarding policy.

Other related policies:

- Behaviour
- Anti Racism policy
- ICT & Internet
- PSHE
- Relationships and Sex Education
- Child Protection
- Complaints procedure

Definition

Our Attitude to Bullying

At All Saints', everyone has the right to feel welcome, safe and happy. We do not tolerate any unkind actions or remarks even if they were not intended to hurt.

This school has chosen to adopt Warwickshire Anti-bullying partnership's definition of bullying:

"When a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following, it could be bullying:

- physically and/ or mentally hurt or worried
- unsafe and/ or frightened
- unable to do well and achieve

- 'Badly different', alone, unimportant and/ or undervalued
- Unable to see a happy and exciting future for yourself.

When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this is bullying."

If someone is made to feel like this, or if they think someone they know feels like this, it should be investigated. This should happen straightaway as it can take a long time to build up the courage to tell. However, lots of things can make people feel bad, sometimes it depends on the situation we are in, and it is not always bullying, so we think the following definition adapted from one written by the national Anti-bullying Alliance is also useful:

Bullying is any behaviour by an individual or group that:

- is meant to hurt- the person or people doing the bullying know what they are doing and mean to do it
- happens more than once- there will be a pattern of behaviour, not just a 'one-off' incident
- involves an imbalance of power- the person being bullied will usually find it very hard to defend themselves.

It can be:

- physical, e.g. kicking, hitting, taking and damaging belongings
- verbal, e.g. name calling, taunting, threats, offensive remarks
- relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- cyber, e.g. texts, e-mails, picture/ video clip bullying, instant messaging (IM)

Where individuals or groups bully different people, this will be seen as a pattern of behaviour and treated as such" (Warwickshire's Anti-bullying Partnership 2007, Rachel's Anti-Bullying Guide October 2013))

Reasons for being a victim may be

- Race/ religion/ culture
- New child in school
- Child with a family crisis
- Disability or special educational needs
- Timid children who maybe on the edge or outside a group
- Appearance/ health conditions
- Sexual orientation

Reasons for being a bully may be

- A victim of violence
- Bullied at home/ enjoyment of power/ creating fear
- Not allowed to show feelings
- Copying behaviour at home or on TV
- Unhappy
- Insecure
- Self-hating

Children and adults from all backgrounds, cultures, races and sexes can be involved in bullying others.

This school does not tolerate bullying motivated by prejudice, for example, racist, sexist and homophobic bullying and bullying related to perceptions about disability and/ or special educational needs.

All staff will be provided with appropriate training in equality and diversity, so that they are equipped to tackle these issues on a wider scale as well as in relation to bullying. Further details of our commitment to this can be found in our Equality and Diversity Policy.

Aim of Anti-bullying policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Identifying and reporting concerns about bullying

All concerns about bullying will be taken seriously and investigated thoroughly.

Pupils who are being bullied may not report it. All staff will be alert to signs of bullying and act promptly and firmly against it in accordance with this policy. Early signs of distress include:

- withdrawn behaviour
- deterioration of work
- feigning illness
- unusual absences
- desire to remain with adults
- isolating themselves from others
- lacking concentration
- truanting from school

Pupils who are bullying others also need support to help them understand and change their behaviour.

Pupils who are aware of bullying ('bystanders') can be a powerful force in helping to address it and will be encouraged to do so in a safe way.

All pupils are encouraged to report bullying by talking to a member of staff of their choice. Staff who are being bullied are encouraged to report it to a colleague of their choice.

Parents are encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with pupils or their families directly can lead to problems escalating.

Strategies for dealing with bullying

In dealing with bullying, staff at All Saints' First School follow these fundamental guidelines.

- All staff are to be vigilant for signs of bullying
- All staff must never ignore suspected bullying
- If pupils are being bullied, or know someone who is, they are encouraged to tell us straightaway.

- If a parent suspects that a child is being bullied they are encouraged to inform the school as soon as possible.
- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded and given to the headteacher/ deputy or SENCO
- The headteacher/ deputy or SENCO will interview everyone involved and keep a detailed record. This will be held in line with the schools data protection policy/ practice.
- The headteacher, deputy or SENCO will keep accurate records of persistent bullying.
- All teachers and support staff who work with the children involved to be kept informed
- Parents and other relevant adults will be kept informed. When dealing with serious incidents, involvement of parents at an early stage is essential. Serious bullying may lead to the involvement of the police. School will keep accurate records of incidents and how the school has responded, to assist with proceedings and to protect the school should the family or pupil decide to take legal action against the school.
- Where bullying occurs outside school, any other relevant schools or agencies (e.g. after school care, clubs, transport providers) will be informed about concerns and any actions taken. All Saints' First School is not directly responsible for bullying off the school premises, however if both the victim and bully are from All Saints' First School, action will be taken as if the incident has occurred within the school and this includes informing parents.
- Punitive measures will be used as appropriate, in consultation with all parties involved and will be in accordance with the sanctions outlined in the behaviour policy. Strong sanctions such as exclusion may be necessary in cases of severe and persistent bullying.
- Governors have a duty to agree the general principles and to assure themselves of the effectiveness of the policy in creating a secure environment for all.

Bullying may also take place between, and by, adults in a school. Accusations of bullying against a member of the teaching or non-teaching staff should always be investigated.

Pupils and staff who have been bullied will be supported by being provided with:

- an immediate opportunity to discuss the experience with a member of staff of their choice.
- reassurance that the bullying will be addressed
- offering continuous support
- daily supervisory monitoring if it is felt that this would help
- opportunities taken to restore self-esteem and confidence
- use of 'keep an eye on' system so all staff are aware
- the use of specialist interventions and/ or referrals to other agencies, e.g. educational psychology, where appropriate.

Pupils who have bullied will be helped by:

- discussing what happened with an experienced member of staff/ SENCO
- discovering why the pupil became involved

- establishing agreement of the wrong doing and need to change
- informing parents to work together to help change the attitude of the pupil
- the use of specialist interventions and/ or referrals to other agencies where appropriate
- the following disciplinary steps can be taken:
 - official warnings to cease offending
 - exclusion from certain areas of the school premises
 - fixed term exclusion, increasing in length if offences are repeated
- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal complaints procedure.
- Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example, restricting/ monitoring their use of the internet or mobile phone.
- Referral of the family to external support agencies will be made where appropriate.

Prevention is better than cure

- Pupils are encouraged to tell us their views about a range of school issues including bullying as part of their developing relationships with adults in school.
- Staff raise awareness of the nature of bullying through inclusion in PSHE education, circle times, collective worship and informal discussion as appropriate, in an attempt to eradicate such behaviour.
- Co-operative skills are promoted through group work activities including ones outside friendship circles.
- Children are taught to develop conflict resolution skills.
- All staff are aware of the Anti-bullying and behaviour policies and adhere to their codes.
- Bullying issues are discussed at school council meetings.
- As a school we seek to develop links with the wider community that will support inclusive anti-bullying education.

Promotion of this policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example, in information packs for new pupils and staff and through regular awareness raising activities for existing pupils and their families.

Monitoring, evaluation and review

A senior member of the school staff will be identified to lead on the implementation of the policy and act as a link person with the Local Authority.

The Headteacher's termly report to governors will include an overview of reported concerns and actions taken and outcomes.

Statistical information will be provided to the Local Authority as required.

Management of the policy

This policy will be reviewed at least every three years. The review will include consultation with staff, governors, pupils and parents. The effectiveness of the policy will be assessed against the extent to which there is evidence that the aims and objectives have been achieved.

Further Information

For further information about current initiatives and resources to support the anti-bullying agenda visit the following websites:

<http://anti-bullyingalliance.org.uk/>

<http://www.beatbullying.org/>

<http://healthyschools.org.uk/>

SEAL resources- 'Say no to bullying', 'Getting on and Falling out'

"Cyberbullying-Safe to learn; embedding anti-bullying work in school" DCSF 2007

DFEE file and video "Don't suffer in silence", KS2 video "No bullying here" Cambridge

PSHE Scheme of work.

www.thinkuknow.co.uk – information on how to keep safe online.