

ST. EDWARD'S JUNIOR SCHOOL



ANTI-BULLYING POLICY

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Introduction

This policy outlines the management of behaviour in St. Edward's Junior School. This policy has been drawn up as a result of staff discussion and has been presented to the school trustees. The implementation of this policy is the responsibility of all the teaching staff. It will be reviewed annually.

Rationale

St. Edward's Junior School is committed to a policy of inclusion, to equality and justice. We believe that bullying behaviour is totally unacceptable. We believe that where bullying is challenged effectively pupils will feel safe and happy and we will demonstrate a school that cares. Our Anti-Bullying Policy should be read in conjunction with our School's Behaviour Policy.

Aims

Within St. Edward's Junior School we want;

- ◆ All children to feel safe and to learn, play and enjoy the company of others
- ◆ All children to be treated fairly, with respect and dignity
- ◆ To listen carefully to what children have to say and to treat all children's accounts with due seriousness

The nature of Bullying

The School recognises the seriousness of bullying in causing psychological damage and even suicide (although bullying is not a specific criminal offence, there are criminal laws which apply to harassment and threatening behaviour).

There are many definitions of bullying, but it is generally accepted to be:

- Deliberately hurtful (including aggression)
- Repeated often over a period of time
- Difficult for victims to defend themselves against

Bullying can take many forms, but four main types are:

- Physical - hitting, kicking, taking belongings

- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, unreasonable exclusion from social groups, being made the subject of malicious rumours
- Cyber – social websites, mobile phones, text messages, photographs and e mail

Research shows that name calling is the most common direct form. This may be because of individual characteristics, but pupils can be called nasty names because of their ethnic origin, religion, nationality, colour, sex, some form of disability or it may be of a homophobic nature. Pupils' understanding varies with age; infants may confuse bullying with fighting and nasty experiences generally - making it difficult to identify actual bullying.

Junior children tend to develop more mature understanding.

What should Children do if they feel they are being bullied?

- Tell their class teacher or any teacher they feel able to.

What should members of staff do if they have bullying reported to them?

- Report the incident in the class incident book.
- Inform the assistant head.

Where is bullying most likely to occur at school?

Staff should be vigilant in all areas of the School site, but especially on the playing field and playgrounds at break and lunch times.

Involving Parents

Parental support is one of the keys to the success of our Anti-Bullying Policy.

We aim to consult and communicate with parents on a regular basis.

We ask parents to:

- a) Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- b) Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- c) If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- d) If a child has bullied your child, please do not approach that child or involve an older child to deal with the bully. Please inform School immediately.
- e) It is important that you advise your child not to fight back. It can make matters worse!
- f) Tell your child that it is not their fault that they are being bullied.

g) Reinforce the School's policy concerning bullying and make sure your child is not afraid to ask for help.

h) If you know your child is involved in bullying, please discuss the issues with them and inform School. The matter will be dealt with appropriately.

What should Parents do if they feel their child is being bullied?

Any parent contacting the school with a particular concern will always be taken seriously. The first point of contact for the parent is the child's class teacher.

Class teachers will:-

- ◆ Recognise that the parent may be angry or upset
- ◆ Keep an open mind – bullying can be difficult to detect, so a lack of staff awareness does not mean that no bullying has occurred
- ◆ Remain calm and understanding
- ◆ Make it clear that the school does care and that appropriate action will be taken
- ◆ Explain the agreed school procedures and policy and ensure these are followed.

If a parent doesn't feel that the situation has been dealt with adequately by the class teacher then the next stage of the complaints procedure is to contact the Assistant Head.

Strategies in School to Prevent Bullying Behaviour

Include:

- ◆ Making clear links between our Anti-Bullying policy and Behaviour policy
- ◆ Incident books in each classroom
- ◆ Records
- ◆ Being aware that even the youngest children can understand the consequences of their own actions
- ◆ Listening carefully to pupils and providing opportunities for them to express views and opinions- for example during circle time
- ◆ Multi agency work – working with social services, police etc.
- ◆ Involving parents and the wider community
- ◆ Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricula themes, drama, story writing and literature
- ◆ Including all staff in training
- ◆ Involving Trustees, parents and staff in the development of the Anti-Bullying policy
- ◆ Ensuring that the Anti-Bullying Policy is closely linked to the Behaviour Policy
- ◆ Teaching children to say 'no' when appropriate or to get help

Dealing with Reported Incidents of Bullying

At St. Edward's Junior School we adhere to 5 key points

1. Never ignore suspected bullying
2. Don't make premature assumptions
3. Listen carefully to all accounts – several pupils saying the same thing does not necessarily mean they are telling the truth
4. Adopt a problem solving approach
5. Follow up repeatedly, checking bullying has not resumed

If a child has been bullying the action followed will depend on the severity of the incident. However, a hierarchy of sanctions will be followed which are set out below. Depending on the severity of the incident

We will:

Warn them not to do it again, record it in the class incident book and give a sanction.

Then

If it is serious or the child has repeated the behaviour after being warned the child will be sent to the Assistant Head and will receive a detention.

Then

A telephone call will be made, or a letter will be sent to their parents/carers and they may be placed on Assistant Head's Report.

Then

Parents will be invited into School to review progress before the child is placed on Headmasters Report and given a final warning before exclusion.

The Headteacher may make the decision to exclude the child immediately. The parents then have a right of appeal to the Board of Trustees.

Monitoring and Evaluating the Policy

The policy will be regularly monitored and evaluated by the Assistant Head and class teachers through the following methods:-

- ◆ Checking incident books in each class for frequency of incidents
- ◆ Talking with pupils e.g. in circle time
- ◆ Playground observations and log books
- ◆ Small group interviews – or individual interviews

A separate Anti Racist policy has been drawn up which supports this policy. A copy of the Anti-Racist policy is available from the office.

Approved on behalf of Board of Trustees:
(Chair of Trustees)

Approved on behalf of School:
(Headmaster)

September 2009

Review date: