



Anti - Bullying Policy

Link Governor: Mr Tom Buckmaster

Sneinton St Stephen's Church of England Primary School

Anti-Bullying Policy

(To be read in conjunction with Single Equality Policy and Behaviour Policy)

“All children are a gift from God. They are all special and should be allowed to develop and grow in a nurturing environment secure in the knowledge that they are cherished.”

At Sneinton St Stephen's Church of England Primary School we endeavour to create a safe and stimulating environment where everyone knows that they are all valued as God's children. A person has the right to be treated with respect and has the responsibility to treat others in the same way. Children are given the confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

Aims of this policy

To provide all staff with an understanding of the school's position on bullying, the way it seeks to prevent bullying and the process it operates when bullying is discovered.

To raise awareness concerning bullying amongst all adults associated or working within the school.

To eliminate bullying through education and affirmative action.

What is bullying?

Bullying is the wilful conscious desire to hurt, threaten or frighten someone. This can be physical or verbal and includes hitting, name calling, teasing, as well as racial and sexual harassment including homophobia. It can also include threatening gestures and looks.

Cyber Bullying

We define cyber bullying in the same way as bullying except it is online and often it can be quite difficult to tell who is doing the bullying. During the school year pupils receive workshops from NSPCC, CSE and their class teachers on how to stay safe on line. Parents/carers are invited to a workshop run by CSE in conjunction with our Digital Leader. As with offline bullying our pupils are familiar with the STOP approach. All incidents are taken very seriously and fully investigated by SLT.

What are our principles?

It is the basic right of all children and young people that they receive their education free from humiliation, oppression and abuse.

We have a responsibility to create and maintain a safe and secure environment for all the pupils in our care, so that parents may send their children to school in the confident knowledge that they will be protected from bullies. All staff will receive training on how to recognise and understand and how to challenge all types of bullying including homophobic language and behaviour.

In the same way all adults at Sneinton C of E Primary School have the same right to work free from harassment, humiliation and abuse.

The policy.

All discovered bullying will be acted upon. Therefore every person who is part of Sneinton St Stephen's C of E Primary School has a responsibility to take action.

The organisation, administration and practices within the school will reflect the commitment to the prevention of bullying of any form including homophobia.

Schools response/actions

- Any reported incidents of bullying by children or parents will be promptly investigated and recorded. This evidence may be required to support further actions.
- The SLT will oversee and co-ordinate any reported incidents of bullying, it's subsequent reporting and liaising between staff and parents.
- A child, may have an Individual Behaviour Plan written for them or a home/school log/diary. The IBP's will be monitored by the Inclusion Lead.
- A child may be offered counselling via the Learning Mentor and appropriate individualised programmes created.
- A 'Worry box' is situated in the hall and KS2 area where children can leave confidential messages if they wish to report any incidents. This will be emptied by the Learning Mentor and acted upon by the Senior Leadership Team

Specific Statement Concerning Racist Incidents.

Sneinton St Stephen's C of E Primary School is aware of its responsibility for the promotion of racial harmony and understanding. It is committed to creating a positive climate that will enable everyone to work free from intimidation and harassment to achieve their full potential. Therefore:

- It will use all the powers and resources at its disposal to eliminate racial incidents.
- It will ensure that any complaint of racial harassment is promptly investigated and that everyone is aware of their responsibility and the procedures to challenge and report it when it occurs. A racial incidents folder is kept in the Head teacher's room, where all reported incidents are to be recorded.
- We will work with parents, communities and other agencies to ensure that it is clearly understood that racial harassment is unacceptable.

Implications for Pupils

- Pupils need to understand what bullying is: its causes, effects and methods of prevention.
- Pupils must accept that they have a duty to themselves and others in the prevention of bullying and taking action should it occur.
- The action taken may be **direct**, that is intervening in the bullying situation (the difficulties in this are acknowledged and it is preferable that a teacher/school adult should take action) or **indirect**, reporting bullying or potential bullying to another adult, at home or school.
- Pupils who tolerate bullies are supporting them. Pressure from other pupils can stop bullying.
- Pupils are familiar with the STOP approach

What is Bullying?

We can define this as...



What if you are bullied?

You should also Stop and ...



Implications for Teachers and Other Adults Employed at School.

- All discovered bullying must be acted upon as soon as possible and seen to be acted upon.
- It is essential that incidents are carefully recorded and a member of the Senior Leadership Team should usually do this. Written accurate evidence is vital and helps to bring home the seriousness of the incident. Statements should be taken from all involved.
- Particular danger periods are breaks and lunchtimes. Teachers on playground duty need to supervise the children actively to try to minimise opportunities for bullying to take place.
- There are implications for pupil management by staff. If bullying strategies are consistently used by staff this reinforces the idea that bullying is a legitimate way of exercising power and control.
- Teaching about bullying is an essential strategy in prevention.

Implications for Parents

Parents have a key role to play in the identification and prevention of bullying.

- Parents can help identify early signs of possible bullying such as an unwillingness to attend school, pattern of vague headaches, moodiness, requests for extra money or equipment missing.
- If parents think their child or another child is being bullied or is bullying, then they should contact the school immediately. A member of the Senior Leadership Team is usually available to provide support and advice.
- If the problem only occurs outside the school, the school will try to offer help and support, but it may be necessary to contact the local police.
- A child should not be encouraged to hit back although they may need to defend themselves if physically attacked.
- A child who has a wide circle of friends is less likely to be bullied.
- Parents may unwittingly encourage bullying behaviour if they use this strategy at home themselves. Parents who bully children are reinforcing the ideas that bullying is acceptable.
- Parents should understand the very serious consequences for bullies who continue to bully other children.

Implications for Governors

Governors must satisfy themselves that the school policy, structure and systems are preventative, yet capable of dealing with bullying should it occur.

If a pupil persistently threatens the safety, education and welfare of other pupils then governors would be asked to support the use of exclusion, with the use of permanent exclusion as a last resort.

The Safeguarding link Governor is Mr Tom Buckmaster who can be contacted via the school office.

Implications for Senior Leaders

In many ways all staff have a role to play in creating a climate and attitude in school which does not sustain bullying.

This is mainly concerned with valuing others and treating everyone, their property and the school, with respect.

Examples to pupils of good practice are essential. It is important that notices around the school are polite and positive, that staff and parents treat each other and the pupils in their care with respect and consideration.

Particular responsibilities would include:

- Ensuring policies, practices and consequences are clear to parents and pupils.
- Supporting all staff, especially the Midday Supervisory Staff, in dealing with bullying should it occur.
- Providing opportunities for staff training when required.

Single Equality

Please refer to Sneinton St Stephen's C of E Primary School Single Equality Policy when reading this policy.

Policies to be viewed in conjunction:

- Single Equality
- PHSE
- Safeguarding
- Behaviour

Lindsay Clark September 2017

