



Anti-Bullying Policy

Encourage, Guide, Support, Celebrate



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This policy links to the following policies: PSHE, RHE, RSE, Safeguarding, Good Behaviour, Single Equalities, and Special Educational Needs.

At Aughton St Michael's CE School, bullying will not be tolerated, however it manifests itself.

Where incidents of hurtful behaviour, particularly when children make mistakes in relationships, it is the ethos of Aughton St Michael's CE School to give our pupils resilience and the skills and strategies to manage incidents of hurtful behaviour. We want our children to build positive relationships with each other.

At all times, we believe that when a child demonstrates unacceptable behaviour, it is the **behaviour** which is unacceptable and **not the child**. In dealing with all reported instances of hurtful behaviour, we will reflect back on our Christian values which are embedded into every aspect of our school life.

Introduction

The aim of this policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

Definition

Bullying is an anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Bullying is defined as **deliberate** hurtful behaviour, **repeated regularly over a period of time**, where it is difficult for those being bullied to defend themselves.

Bullying can be:

- Emotional: being unfriendly, excluding, tormenting
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Sexual: unwanted physical contact or sexually abusive comments
- Homophobic: because of, or focusing on the issue of sexuality
- Verbal name-calling: sarcasm, spreading rumours, teasing
- Cyber: all areas of internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, ie camera and video facilities
- Prejudice-based: related to special educational need, sexual orientation, sex, race, religion and belief, social deprivation, gender reassignment or disability.

Aims and Objectives

This policy is designed to ensure that, as a school, we are alert to signs of bullying and act promptly and firmly against it.

We aim:

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.

- To take positive action to prevent bullying from occurring through giving our pupils the strategies and skills to cope through effective teaching.
- To show commitment to overcoming bullying by practising zero tolerance.
- To ensure that all pupils, staff, governors and parents are aware of the school's opposition to bullying.
- To ensure that staff will use their judgement to determine if bullying is happening as outlined in this policy and that each person is clear of their responsibilities with regard to the eradication of bullying.
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes which will be required to achieve the above aims.
- To have a consistent approach for dealing with any incidents of bullying that may occur.
- To ensure that all bullying incidents are resolved satisfactorily within the shortest time frame possible.

Roles and Responsibilities

Suspected bullying should never be ignored and all forms of bullying should be taken seriously with intervention to prevent incidents from taking place.

Staff will:

- Foster opportunities for children to learn to care for one another, living out the school's core Christian values.
- Never make premature assumptions.
- Listen carefully to all accounts and investigate as fully as possible.
- Adopt a problem-solving approach which moves pupils on from justifying themselves.
- Talk to the child about any incident and reassure them that telling was the right thing to do.
- Update CPOMS of any bullying incident as defined in this policy and always alert the Headteacher.
- Follow-up repeatedly, checking bullying has not resumed.
- Use of a range of teaching and learning styles and strategies which challenge bullying.
- Use interventions which are least intrusive and most effective
- Act as a role model for children in their relationships with adults and children.
- Do all they can to support the child who is being bullied, ensuring that they find time to allow children to talk about any concerns.
- Ensure that children are well supervised at all times.
- Create a classroom climate of trust and respect for all by praising, rewarding and celebrating the success of all children.
- Ensure that opportunities to develop skills and strategies to cope with unacceptable bullying type behaviour are given to our pupils through PSHE, values materials, anti-bullying assemblies and workshops.

The Headteacher will:

- Establish opportunities for children to learn to care for one another within the framework of a Christian community.
- Implement the anti-bullying strategy and ensure that all staff (teaching and support) are aware of this policy and know how to deal with incidents of bullying.
- Monitor CPOMS entries and report to the governing body in termly reports about the effectiveness of this policy.
- Ensure that every child knows bullying is wrong and that it is totally unacceptable behaviour. This may be done as a planned exercise or when opportunity arises, through assemblies, in PSHE lessons or during anti-bullying week.
- Set a school climate of mutual support and praise for success, thereby making bullying less likely.
- Inform parents if their child has been involved in bullying, whether as a victim or perpetrator and work with parents to support the child.
- Ensure all staff receive regular training on how to identify bullying and appropriate intervention techniques.
- Ensure the curriculum offers regular opportunities for children to understand the implications of bullying and the appropriate action to take.

Governors will:

- Support the Headteacher in all attempts to eliminate bullying from the school.
- Monitor incidents of bullying that occur and review the effectiveness of this policy.
- Require the Headteacher to keep accurate records of all incidents of bullying.

Parents

When parents raise a concern that their child is being bullied, it is essential that this concern is taken seriously and not dismissed without further enquiries being made. The incident should be reported to school and a meeting take place to discuss the concerns which will then be investigated and fed back to the parents.

Parents of a bullied child will:

- Talk to the child about any incident and reassure them that telling was the right thing to do.
- Make a note of what the child says.
- Make clear to the child that, if any further incidents occur, they should tell a teacher or other member of staff straight away.
- Make an appointment to speak to the child's teacher as soon as possible. Parents who suspect bullying or whose child has been bullied must not take matters into their own hands.

If, after investigation, bullying is confirmed, parents of a child who has been bullied will:

- Discuss the issue with the school and agree a course of appropriate actions or sanctions in line with the school's behaviour policy.
- Talk to the child and explain that bullying is wrong and hurts others.
- Regularly discuss with the child how things are going at school.
- Praise and encourage the child when they are being kind and considerate to others.

Pupils who have been bullied and witnesses of bullying should know that it is 'ok to tell'.**Pupils will do their best to:-**

- Tell an adult (e.g. parents, other relation, Headteacher, teacher, teaching assistant, midday supervisory assistant) or go with a friend to tell an adult if they are being bullied by someone.
- Have a responsibility to tell an adult (e.g. parents, other relation, Headteacher, teacher, teaching assistant, midday supervisory assistant) if they witness bullying.
- Inform an adult the same day that an incident has occurred
- Try to resist being bullied by standing up for their own rights in an assertive but non-violent way.
- Never bully another child in the school.

Procedures and recording incidents is vital as it allows school staff to identify patterns of behaviour, as often what is perceived initially to be a trivial incident, may be part of a number of incidents which are serious for the individual child.

Actions which may be taken

- Establish and carry out an appropriate consequence for the person(s) doing the bullying, in-line with the school behaviour policy including an apology or letter of apology to the person(s) being bullied.
- Keep all relevant staff fully informed about the incident and about all subsequent action.
- Inform parents of children involved.
- Expect all staff to 'keep an eye' on all children involved, especially at break and lunch times.
- Monitor the situation regularly, including talking to the victim, to ensure the bullying has stopped.
- Ask parents into school to discuss the situation if their child is repeatedly involved in unacceptable incidents.
- Contact external agencies for advice and support in more extreme cases where the above has proven ineffective.
- Work with all children involved and their parents through PSHE and school activities.
- In some cases, a period of exclusion may be appropriate.

Support

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with a member of staff.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrongdoing and need to change.
- Informing parents or guardians to help change the attitude of the pupil. Within the curriculum, the school will raise the awareness of the nature of bullying through inclusion in PSHE, Worship and subject areas, as appropriate, in an attempt to eradicate such behaviour. PSHE interventions, may be initiated as a means of supporting pupils who have been bullied or pupils who have bullied.

Incidents of bullying outside the school's premises

Our school will take seriously any incident of bullying taking place outside school and involving our pupils.

We will:

- Encourage victims 'not to suffer in silence'.

We may:

- Talk to the local police about the problems within the Community.
- Talk to the Headteachers of the schools whose pupils are involved in bullying off the premises.

Cyber Bullying

The school's online and acceptable use policies are in place to deal with concerns.

Bullying can also take place via text messages, social media, games and other means of 'cyber communication'. This often happens out of school hours but has implications for the parties involved when they are in school. We would always talk to pupils and parents about the issues and take their concerns seriously. School will take appropriate action to deal with this behaviour.