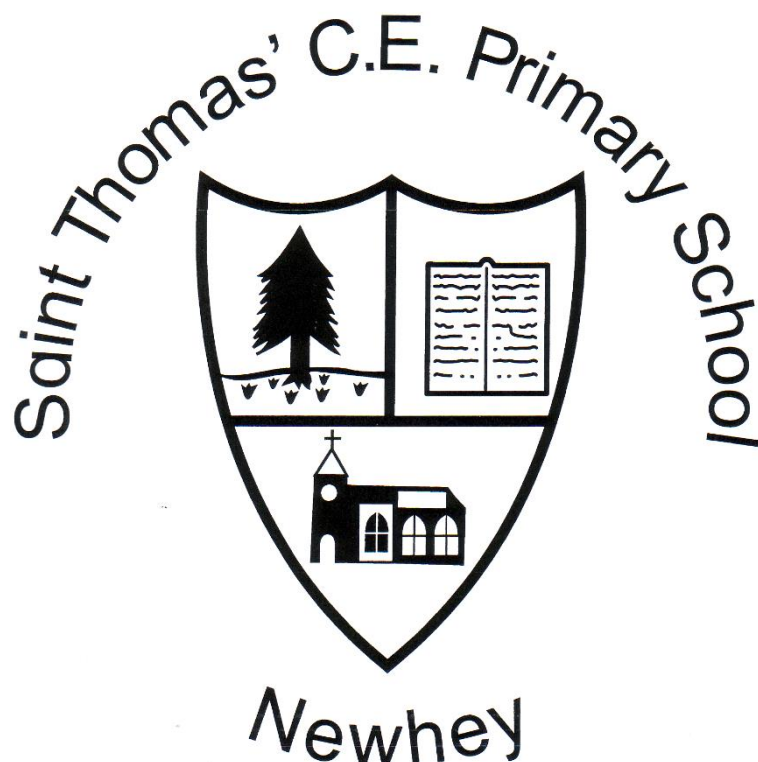


# Anti-Bullying Policy



June 2016

This policy is to run alongside guidance from Rochdale Local Authority 'Anti-Bullying Policy for services who work with children and young people'.

*Bullying can happen anywhere. To tackle bullying successfully, the whole community and all services for children and young people need to work together to change the culture so that bullying is unacceptable.*

**At St. Thomas' C.E. Primary School we believe that:**

- All bullying is wrong. This includes cyber bullying, racial bullying, homophobic, transphobic and biphobic bullying.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from bullying.
- Bullying is a problem to which solutions can be found.
- Seeking help is a sign of courage.
- All members of the community will be listened to with dignity and taken seriously.
- All of us have a responsibility to ensure that we do not bully others.
- Children should talk to an adult if they are worried about any type of bullying.
- Children should be involved in the decisions about matters that concern them.
- We have a duty to work together to protect vulnerable pupils from bullying by encouraging an environment where individuality is accepted and celebrated.

**Our Aims:**

- To raise awareness of the nature and impact of bullying and what systems are in place to deal with this.
- To promote a consistent and coherent approach towards identifying, challenging and responding to bullying
- To promote the emotional resilience of children and young people to deal more effectively with bullying in all settings
- To encourage a culture of openness to deal more effectively with bullying
- To promote the understanding that the management of bullying is the responsibility of us all.

**Definitions:**

**Bullying can be described as:**

*Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.*

'Preventing and Tackling Bullying', Department for Education March 2014  
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>

## What is the effect of bullying?

Bullying can seriously damage children and young people's confidence and sense of self-worth, and they will often feel they are at fault in some way. It can lead to serious and prolonged emotional damage for an individual. Those who bully or witness the bullying can also experience emotional harm, and the impact on parents and staff can be significant.

### **The most common effects of bullying are:**

- Anxiety and depression that can lead to intermittent and long-term absence from school, physical illness, psychosomatic complaints or even suicide.
- Poor self-esteem, which inhibits pupils from forming positive relationships, leads to feelings of worthlessness and betrayal, and causes some to lower their expectations, standards of work and therefore academic attainments
- Withdrawal, which may lead to low participation in school and other activities.
- The effects of bullying can last well into adulthood.

### **Possible indicators of bullying are:**

Disturbed sleep, bed-wetting, head and stomach aches, problems with concentration, changes in behaviour and attitude, truanting, bullying other children, damaged or missing clothes/money/property, asking for money than usual or stealing money, eating disorders, nervous when receiving cyber messages and self-harm or risk of suicide. All adults need to be aware of these potential indicators and investigate any they notice.

## How can we recognise Bullying?

Identifying bullying is not easy and the following messages should be considered when determining whether the situation is a bullying one:

- Perceptions of the victim – their feelings and interpretation
- Those being bullied are not in a position to stop the process and it is up to the adults working with children and young people to recognise bullying and respond
- It is not usually as noticeable or obvious to others
- It is the effect that is the key determining factor, not the action
- It is a persistent situation, not isolated incidents
- It has the intent to hurt or upset the victim
- It is not limited to physical hurt
- It can be social and/or psychological

## **Practice and Procedures**

### **What do we do to prevent bullying**

Everyone in school must take responsibility for promoting a common anti-bullying approach by:

- Being supportive of each other
- Providing positive role models
- Convey a clear understanding that we disapprove of unacceptable behaviour
- Be clear that we all follow the rules of St Thomas' C.E. Primary School – Respect yourself, Respect other people, Respect the environment
- Be fully involved in the development of the anti-bullying policy and support anti-bullying practice
- All members of staff are expected to report incidents of bullying of any form to the Headteacher

### **Staff have the responsibility to:**

- Provide children with a clear understanding of our school rules and make it clear that we follow them
- Emphasis and behave in a respectful and caring manner to children and colleagues to set a good example and create a positive atmosphere in which to learn and develop
- Raise awareness of bullying, including cyber bullying, racial bullying, homophobic, transgender and biphobic bullying through SEALS and the PSHE curriculum including activities, stories, role play, discussion, peer support, school council and the involvement in national anti-bullying events
- Through the Headteacher and PSHE coordinator, keep the Governing Board well informed of issues concerning behaviour management

### **Governors have a duty to:**

- Be informed on matters concerning anti-bullying
- Regularly monitor incidents, reports and actions taken to be aware of the effectiveness of this policy
- Identify a Governor to be the nominated 'link' within the leadership structure

### **Role of Parents:**

Parents have an important part to play in our anti-bullying policy.

We ask parents to:

- Look out for unusual behaviour in their child – for example not wanting to attend school, feeling ill regularly, or not completing work to usual standard.
- Always take an active role in your child's education, enquire how their day has gone, who they have spent time with etc.
- If you feel your child may be a victim of bullying behaviour, inform school. Your complaint will be taken seriously an action will be taken
- If you feel a child has bullied your child do not approach that child on the playground or on their way home. Please inform the school immediately.
- it is important that you do not advise your child to fight back or to repeat the bully's behaviour. This will only make the situation worse.
- Tell your child it is not their fault they are being bullied. Reinforce the school policy on bullying and ensure that your child is not afraid to ask for help.

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

### **Recording Bullying:**

The following procedures are followed:

- Incidents of bullying to be reported to the Headteacher.
- The class teacher will speak to the children involved about the incident separately or as a group. This will be reported to the Headteacher.
- Appropriate action will be taken to end the bullying behaviour or threats of bullying
- The bully or bullies may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied i.e. loss of privileges, spending playtime and lunchtime with an adult, be withdrawn from class, be withdrawn from participation in a school visit, club or event not essential to the curriculum.
- If possible the pupils will be reconciled.
- An attempt will be made and support given to help the bully change their behaviour.
- If the bullying continues or in more serious cases of bullying, parents will be informed and invited to school for a meeting to discuss the problem.
- Mediated meetings, with both parents and pupils present may be used to resolve the issues.
- Bullying incidents will be recorded and kept on file using incident report forms. Incidents of bullying, racist and homophobic bullying will then be passed to the LA to be recorded on a central database.

### **Links with other Policies:**

- The behaviour policy
- Child protection/Rochdale Borough Safeguarding procedures
- Equality Policy
- PSHCE Policy

### **Useful Documents:**

Preventing and Tackling Bullying (March 2014 DFE-00094-2014)

Rochdale Anti-Bullying Policy 2014

Mental Health and Behaviour in School (June 2014 DFE-00435-2014)

### **Useful Websites:**

MindEd

Kidscape

Beat Bullying

Anti-Bullying Alliance

Childline

NSPCC Young Minds

Family Lives