



Poulton St Chad's C of E Primary School

## Anti-bullying Policy

Policy adopted by Governors: October 2020

## **ANTI-BULLYING POLICY**

*Our Mission statement: St Chad's Church of England Primary School aims to develop all its pupils to their full intellectual, spiritual and physical potential by creating an atmosphere based on Christian faith and values in the Anglican tradition.*

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. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft)
  - verbal (name calling, racist remarks)
  - indirect (spreading rumours, excluding someone from social groups)
- The above includes online/cyber bullying.

### **Policy**

Bullying, verbal and physical or indirect (including cyber bullying) will not be tolerated in this school. It is **everyone's** responsibility to prevent it happening and with this in mind, the staff have agreed the following guidelines.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Poulton St Chad's teaching and ancillary staff are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### **Statutory duty of schools**

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.

The Equality Act 2010 includes a public sector Equality Duty. The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Schools are required to comply with the new Equality Duty, Part 6 of the Act which makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

These measures are also part of our School's behaviour policy which is communicated to all pupils, school staff and parents through our web-site.

## **Prevention**

The school will:

- 1 Support children who are bullied.
- 2 Help bullies to change their behaviour.
- 3 Take bullying seriously and find out the facts of any incident, e.g.
  - Meet those concerned individually
  - Use peer group pressure to actively discourage bullying
  - Involve parents at an early stage. Offer advice to be given at home
  - Help children develop positive strategies and assertion techniques
- 4 Discuss with and involve children in understanding and accepting agreed class and school rules and behaviour patterns.
- 5 Hold discussions with classes, departments or whole school, when necessary, reminding children of the above points.
- 6 Encourage staff training which creates greater understanding of approaches and strategies to prevent bullying.

## **Implementation**

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and given to the head teacher
- The head teacher or Deputy will interview all concerned and will record the incident
- Class teachers will be kept informed and if it persists the class teacher will advise the other appropriate adults/staff members
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation will all parties concerned
- A report on Bullying Incidents is reported to the Governing Body termly.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with the class teacher or member of staff of their choice
- 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 wrong doing and need to change
  - informing parents or guardians to help change the attitude of the pupil.
- Clear targets will be sent.

The following disciplinary steps can be taken:

- official warnings to cease offending, targets set
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

### **Communicating our Policy to Pupils**

At all times we should stress the positive first. We might advise our pupils in the following way:

**REMEMBER:** Carrying out your jobs and duties make you reliable, thoughtful and helpful and make our school a better place for us all.

Politeness and good manners will make others want to behave in the same way towards you.

Your friends are valuable. Treat them well and they will repay your friendship and trust.

**BUT:** Bad behaviour and rough and unkind play usually hurts somebody and often spoils friendships.

**AND:** Bullying, cruelty, dishonesty and cheating are habits we do not want to see in school.

We follow the behaviour code below. This again can be used for reference in instances where pupils need reminders of how to conduct themselves.

Our school should be a happy place if we:

- look after one another at play
- be kind if someone is hurt
- allow others to speak and be ready to listen

- play together and enjoy our play
- share and be considerate
- care for your own and each other's property
- put litter in the bin and keep school tidy
- be still and quiet when asked
- be tidy, so that others do not have to find what you lose
- not post things online which cause another person to be unhappy
- practice forgiveness

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in statutory PSHE lessons and class circle time, on-line safety lessons, whole school worship/assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

### **Bullying outside school premises**

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed. In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

### **Monitoring, evaluation and review**

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.