

Anti-Bullying Policy

Policy Statement

Our School Vision states we should:

- encourage and nurture each child, within a happy, caring and safe environment,
- enable the development of a healthy self-belief so that they are comfortable with who they are
 - recognise each individual as unique

We strive to achieve the aims of our School Vision in all that we do. Our anti-bullying policy has not only been driven by national concerns but by our own determination to provide a happy, caring and safe environment for every child at our school. Bullying will not be tolerated.

This policy should be read in conjunction with our Behaviour and SEAL policies.

Aims of our policy

The aim of this policy is to prevent and deal with any behaviour deemed as bullying, and to promote an ethos where bullying is regarded as unacceptable, so that a safe and secure environment is created for everyone to learn and work in. This will happen through:

- Raising awareness of, and defining bullying as well as gaining an understanding as to why some children bully.
- Positive action to prevent bullying within PHSE, Citizenship and opportunities within other curriculum areas
- Development of a consistent response to any bullying incidents that may occur.
- Provision of support for all members of the school community who may be involved in a bullying situation.
- Developing and supporting home, school and community partnerships

If the policy is to work:-

- Everyone must know what the policy is
- The policy must be applied consistently
- Everyone must believe in the policy

Definition of bullying:

Bullying is the wilful, conscious desire to hurt or threaten someone else. To do this the bully has to have some power over the victim, a power not always recognizable to the teacher. Bullying is aggression either physical, verbal or psychological.

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

- a. physical – e.g. hitting, kicking, taking belongings
- b. verbal – e.g. name calling, insulting, making offensive remarks
- c. indirect – e.g. spreading nasty stories about someone, exclusion from social groups.
- d. cyber-bullying – e.g. some of the above strategies are used but these are done through social networking sites, e-mails or text messages.

Procedures for Reporting and Responding to Bullying

- In the first instance, where a Golden Rule is broken, the member of staff must follow our school ***Behaviour Policy***.
- Where an incident of reported bullying occurs, this must be reported to the classteacher.
- The classteacher will then investigate and take action according to our ***'Procedures for Addressing Bullying Behaviour' flowchart (Appendix 1)***.

Strategies for Prevention and Reduction of Bullying

At St. Matthew's we believe an Anti-Bullying Policy is about being pro-active as well as reactive and we seek to actively prevent bullying by:

- Actively developing an ethos in school where we deplore bullying and are 'proud' that bullying is not tolerated in our school.
- Active Behaviour Policy that is implemented consistently throughout school.
- Anti Bullying themed weeks.
- Follow the Anti-Bullying action plan which highlights the issues/strategies to be raised/implemented during each academic year.
- Raise pupil self esteem and empower every child to stand up to bullies and express their feeling. This will be achieved through our SEAL curriculum in school (See SEAL Policy). Each class has timetabled Circle Time sessions, each week.
- Regularly revisit our Anti-Bullying Policy, with the children e.g. assemblies, Circle Time, Anti-Bullying Days, PHSE lessons.

Monitoring and Evaluation

- Incidents of bullying are recorded on Record Sheets which are retained by the Headteacher.
- The Headteacher will report termly to the governing body in the 'Head's Report'
- This policy will be reviewed in Autumn 2016, in consultation with parents, children and staff.

Appendices

Appendix 1 – Procedures for Addressing Bullying Behaviour

Appendix 2 – Serious Incident Record Sheet / Log

Appendix 3 – Information for Parents and Families

Appendix 4 – Information for Pupils

Appendix 3

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Information for Parents and Families

Parents and families have an important part to play in helping us deal with bullying.

Watch out for signs that your child is being bullied, or is bullying others. Parents and families are often the first to detect symptoms of bullying. It can be helpful to ask questions about progress and friends at school; how playtimes and lunchtimes are spent; and whether your child is facing problems or difficulties at school.

If you suspect your child is being bullied

- **calmly** talk to your child about it
- **reassure your child** that telling you about the bullying was the right thing to do
- explain that *any further incidents* should be referred to their class teacher immediately.
- **Arrange to see your class teacher** and explain the problems your child is experiencing.

Talking to the classteacher about bullying:

- **try to stay calm** – bear in mind that the teacher may have no idea that your child may be being bullied.
- **Be as specific as possible** about what your child says has happened – give dates, places and names of other children involved.
- **Ask if there is anything you can do** to help your child
- **Stay in touch** with the classteacher

If you feel your concerns have not been addressed:

- ask to see our Anti-Bullying Policy
- make an appointment to see Mr Madden

If your child is bullying other children:

Often parents are not aware that their child is bullying others. We ask parents to discourage your child from using bullying behaviour at home or elsewhere. Show how to resolve difficult situations without using violence or aggression.

Children sometimes bully because:

- they don't know it is wrong
- they are copying older brothers and sisters or other people in the family they admire
- they haven't learnt other, better ways to mix with their peers



- their friends encourage them to bully
- they are going through a difficult time and are acting out aggressive feelings
- they are told to hurt other children if they are having a problem with them.

To stop your child bullying others:

- **Talk to your child**, explaining that bullying is unacceptable and makes others unhappy
- **Discourage other members of your family from bullying behaviour** or from using aggression or force to get what they want
- Show your child how to join in with other children without bullying
- **Make an appointment** to see your child's classteacher; explain to the teacher your problems your child is experiencing; discuss with the teacher how you and the school can stop them bullying others
- **Regularly check** with your child how things are going at school
- **Give your child lots of praise and encouragement** when they are co-operative or kind to other people.

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Information for Pupils

If you are being bullied

- **Try to stay calm** and look as confident as you can
- **Be firm and clear** – look them in the eye and tell them to stop
- **Get away from the situation** as quickly as possible
- **Tell an adult** what has happened straight away

After you have been bullied

- **tell a teacher** or another adult in school
- **tell someone at home**
- if you are scared to tell an adult yourself, ask a friend to come with you
- **keep speaking up** until someone listens and does something to stop the bullying
- **don't blame yourself** for what has happened

If you witness bullying:

- **Remember** that if you see bullying taking place you must tell someone – even if it isn't happening to you.
- **tell a teacher** or another adult in school
- **tell someone at home**
- if you are scared to tell an adult yourself, ask a friend to come with you

When you talk to an adult about bullying, be clear about:

- **what** has happened to you
- **how often** it has happened
- **who** was involved

- who saw what was happening
- **where** it happened
- **what you have done** about it already