

St Peter's CE Primary School & Nursery



Anti-bullying Policy

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The Importance of Anti-Bullying

Every child should be able to learn in an environment free from bullying of any kind and in which they feel safe and supported. At St Peter's we are committed to providing a caring, friendly and safe environment for all of our children so they can learn in a relaxed and secure atmosphere. **Bullying of any kind is unacceptable** at St Peter's. If an incident does occur, all children should be confident in knowing that incidents will be dealt with promptly and effectively. We are a **TELLING SCHOOL**. This means that **anyone** who knows that bullying is happening is expected to tell an adult.

What is bullying?

'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.'

ANTI-BULLYING ALLIANCE

Definition of bullying

Learning to understand and manage conflict is an important part of growing up. Bullying is not simply a 'falling out'. Research shows that experiencing bullying can have a significant impact on a child's life well into adulthood. To ensure we are able to prevent bullying, act quickly when it takes place and avoid misidentifying bullying, it is vital that schools and other settings have a shared definition of bullying. This should be understood by the whole school or setting including parents, young people and all staff.

There are four key elements to this definition:

- hurtful
- repetition
- power imbalance
- intentional

Bullying behaviour can be:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

Why is it important to respond to bullying?

The ability to report and record incidents of bullying behaviour is a crucial part of any anti-bullying strategy.

Everybody has the right to be treated with respect. No one deserves to be a victim of bullying. No child deserves to suffer the pain and indignity that bullying can cause. It is recognised that it can impact negatively on educational experiences and the wider development of the child.

Organisation / Provision

Bullying issues are addressed through the curriculum at St Peter's. Children will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through Character Education (PSHE), Circle Time and assemblies. Other school activities, such as taking part in Anti-Bullying Week (Friendship week) activities, pupil voice, questionnaires with children about feeling safe, School Council, Playground Pals, annual visits from the Police regarding e-safety and using ICT resources such as 'thinkuknow?' also help children to understand that bullying is unacceptable. The children's safeguarding board have also set up anti-bullying ambassadors throughout school with the message of, 'Be a buddy, not a bully'.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. These **could** include:

making changes to their usual routine, being frightened of walking to or from school, being reluctant/unwilling to go to school, beginning to truant, becoming withdrawn anxious, or lacking in confidence, starting to stammer, crying themselves to sleep at night or having nightmares, feeling ill in the morning, beginning to do poorly in school work, coming home with clothes torn or books damaged, having dinner or other monies continually 'lost', having a number of unexplained cuts or bruises, becoming aggressive, disruptive or unreasonable, bullying other children or siblings, not eating, being frightened to say what's wrong, giving improbable excuses for any of the above, being afraid to use the internet or mobile phone, being nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

Staff will respond promptly and effectively to any issues of bullying. As a school we take bullying seriously. Children and parents will be assured that they will be supported when bullying is reported.

- Children and parents are regularly encouraged to report bullying incidents to staff
- Bullying behaviour or threats of bullying are investigated and the bullying stopped quickly
- All bullying incidents are recorded by staff using CPOMs
- Parents are informed and asked to come to a meeting to discuss the problem
- Children who are bullying need to learn different ways of behaving. An attempt will be made to help the child, who has carried out bullying behaviour, change their behaviour. As a result they will be given support and strategies to resolve differences in a more constructive way.
- Children who have bullied will have their behaviour monitored in the classroom and playground until we are confident that their behaviour has changed.
- Children who have been bullied will receive ongoing support.
- All parental concerns will be followed up irrespective of the outcomes of the investigation.

Outcomes

- The child, who has carried out bullying behaviour, will be asked to (genuinely) apologise for their behaviour.
- Depending on the severity of the bullying, other consequences will take place in line with the Behaviour Policy.
- If possible, the children involved will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Parents who raise issues will receive feedback.

Children who have been bullied will be supported as appropriate by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff;
- being reassured;
- being offered support;
- raising their self-esteem and confidence;
- being encouraged to report further issues;
- arranging a review date/time to discuss outcomes and appropriate follow-up.

Children who have bullied will be supported by:

- having an immediate opportunity to discuss the incident(s) with an appropriate member of staff;
establishing what behaviour was inappropriate and why the child became involved;
establishing clearly what behaviour needs to change and how the school can support this change (linked to Behaviour Policy)