



Stoke Holy Cross Primary School

Anti-Bullying Policy

Date Approved by Governors: July
2016

Last Reviewed: July 2016

Next Review Date: July 2019

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Anti-Bullying Policy

Bullying is wrong. There are no exceptions to this statement.

Bullying usually has three common features:

- It is deliberate, hurtful behaviour intended to cause distress; ○ It is repeated, often over a period of time;
- It is difficult for those being bullied to defend themselves or tell someone about it.

Bullying can be:

- Physical: pushing, kicking, hitting, punching, any form of violence, threats; ○ Verbal: name-calling, sarcasm, spreading rumours, persistent teasing; ○ Emotional: tormenting (eg hiding books, threatening gestures), threatening ridicule, humiliation, exclusion from groups or activities including not being spoken to, taking belongings;
- Sexual: unwanted physical contact, abusive comments;
- Racial, cultural and religious taunts; taunts directed towards those with special educational needs and disabilities. ○ Homophobic; ○ Electronic: via e-mail or mobile phone (Cyber bullying).

Aims

To prevent bullying (see Raising Awareness)

To educate the children through PSHE and circle time to respect one another

(See Raising Awareness)

To deal promptly with bullying if it occurs by building on our school behaviour and discipline policy (See Procedures).

Raising Awareness

Bullying is a form of unacceptable behaviour which everyone involved in the day to day life of the school needs to be aware of.

The bullying person needs to be made aware of the consequences of their actions especially when cyber bullying has taken place as what might have been intended as a 'prank' could easily be interpreted as bullying.

Pupils are given the opportunity to talk about their experiences. They should feel able to tell someone of their concerns, for example, writing a set of class rules which everyone agrees to abide by, being involved in class stories, assemblies or role plays, having discussions about appropriate behaviour and why bullying is not acceptable via PSHE, Circle Time and School Council meetings.

We will encourage the children to use the '**Don't get in a TIS**' strategy when confronted by a bully.

Tell them to stop;

Ignore them (Walk away and keep away);
Say something to a friend or adult.

Procedures and Outcomes

- Bullying incidents reported to staff by pupils will be logged in field notes or the 'incident' book.
- Bullying incidents at lunchtime will be reported to staff by MSAs.
- Parents are encouraged to report bullying incidents to the school so that action can be taken.
- Meetings will be arranged to discuss incidents. Any action taken will be reported back to parents so they are kept informed.
- Serious bullying incidents will be recorded on an incident report sheet and included in a child's school records.
- Pupils who bully will be encouraged to change their behaviour through discussion and apology, sanctions such as withdrawal from the playground, lunch time period, exclusion from the school premises. Advice may be sought from the School Support Team. Exclusion will be considered.
- Care and support will be available for children who have been bullied, in the form of 'befriending' at playtimes by, for example, designated pupils from within their peer group or responsible older pupils. Reconciliation with the antagonist will be encouraged if appropriate. An exclusion zone could be established around both children.
- "Friendship" benches have been placed on the playground where children can sit to indicate that they require help.
- After incidents have been investigated and dealt with the case will be monitored to ensure repetition does not take place.

Equal Opportunities and Regard

Bullying is anti-social behaviour and can affect everyone. It is unacceptable and will not be tolerated.

It is our aim to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied.

We will ensure that professional relationships between members of staff are conducted with respect in a non-threatening manner. There is a legal requirement for the employer to provide a safe place of work for employees and all others that use the school. (Health and Safety at Work Act 1974).

We will also ensure that staff to pupil bullying or parent to teacher bullying is not accepted and will not be tolerated.

School Policies affected by this policy include:

- PSHE
- Equal Opportunities ○ SEN ○ ICT ○ Behaviour ○ Parent Behaviour ○ Health and Safety
- Teaching and Learning

Monitoring

Reports of incidents will be kept with the child's normal records and will be forwarded to their next school. Access to these records will be for parents, pupils, class teachers, Leadership Team, governors and representatives of the LEA.

Review and circulation

This policy will be circulated to all families presently at the school and new families on admission.