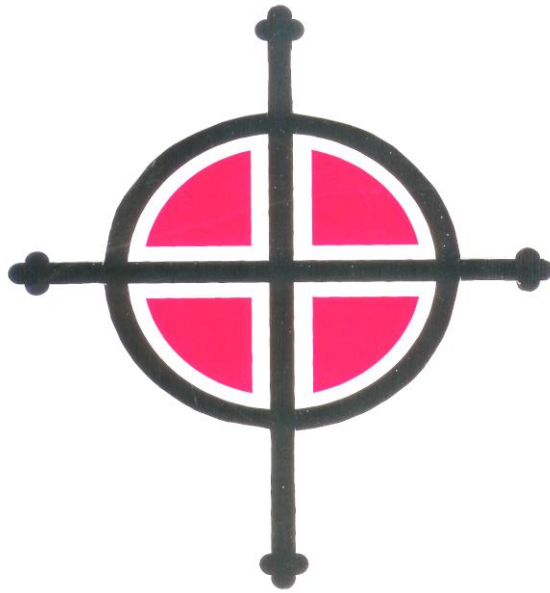


# ANTI-BULLYING POLICY



**St Philip Westbrook C of E Aided Primary School**

Date of Review	Action
MAY 2016	Agreed with Governors
MAY 2017	

# **WHOLE SCHOOL ANTI-BULLYING POLICY**

At St Philip's we are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a happy and secure atmosphere. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. If bullying does occur, all pupils should be able to tell somebody and know 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 the staff.

## **Objectives of This Policy**

- All governors, staff, pupils and parents should have an understanding of what bullying is.
- All governors and staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

## **Definition of Bullying**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, by an individual or group. Bullying results in pain and distress to the victim. The main types of bullying are:

- Physical (e.g. hitting, kicking, theft).
- Verbal (e.g. name calling, racist remarks).
- Indirect (e.g. spreading rumours, excluding someone from social groups).
- Cyberbullying (use or misuse of any electronic device e.g. mobile phone, social network, gaming, use of photos)

## **Signs and Symptoms**

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these possible signs:

- Is frightened of walking to and from school
- Begs to be driven to school

- Changes their normal routine
- Is unwilling to go to school (school phobic)
- Becomes withdrawn, anxious, or lacking in confidence
- Starts stammering
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Begins to be poorly at school
- Comes home with clothes torn or damaged
- Has possessions that go “missing”
- Has dinner or other monies continually “lost”
- Has unexplained cuts or bruises
- Becomes aggressive, disruptive or unreasonable
- Bullies other children or siblings
- Stops eating
- Is frightened to say what’s wrong
- Gives improbable excuses for any of the above

### **Creating an Anti-Bullying Climate in our School**

Our school’s Behaviour Policy explains how we promote positive behaviour through our Christian Values. We aim to create an environment where pupils behave well; where pupils take responsibility for each other’s emotional and social well-being and include and support each other.

We also:

- Teach the themes of Anti Bullying, Relationships and Getting on and Falling Out through our SEAL (Social and Emotional Aspects of Learning) scheme of work
- Have annual anti bullying weeks
- Have regular assemblies
- Have a No Put Down Rule for children to follow
- Have a worry box within each classroom
- Issue pupil and parent surveys
- Use circle time, role-play and stories to help prevent bullying and to create an anti-bullying climate in school.
- Have E Safety and Ethos pupil groups

### **Strategy for Dealing with Bullying**

1. All pupils will be made aware that they need to report all incidents that have caused them upset to a member of staff.
2. All members of staff to log reported incidents on the incident form using the appropriate code.
3. SLT will regularly monitor the forms to see if any repeated patterns occur.
4. Any bullying behaviour or threats of bullying will be investigated in order for the bullying to be stopped quickly.

5. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem and go through our Anti Bullying policy.
6. If necessary and appropriate, the police will be consulted.

### **Outcomes**

1. The bully (bullies) will be asked to genuinely apologise. Other consequences may take place such as missed playtimes, lost privileges.
2. Support will be given to ensure that the bully changes their behaviour.
3. In very serious cases, suspension or exclusion will be considered.
4. After it has been dealt with, each case will be monitored to ensure that it does not happen again.

### **School Council**

The school council have been fully involved in reviewing and formulating this policy. They say:

“We all stand together against any bullying.”

“Be a buddy, not a bully!”

“We all know to TELL an adult if we see someone being bullied or if we feel that we are being bullied. We know that the quicker we TELL, the quicker it will stop, because the teachers will sort it out straight away.”