

**ANTI-BULLYING POLICY**

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| **Ratified by Governing Body:** |
| Name: Raj Gill-Harrison | Signature  | Date |

St Mary’s Fields Primary School

Anti-Bullying Policy

5 November 2013

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**Contents**

[Policy Statement 3](#_Toc476223584)

[Our school ethos in relation to anti-bullying 3](#_Toc476223585)

[Our agreed definition of bullying 3](#_Toc476223586)

[How we involve everyone in anti-bullying issues 3](#_Toc476223587)

[How we inform everyone about anti-bullying issues 4](#_Toc476223588)

[Our Strategies for preventing bullying 4](#_Toc476223589)

[Our reporting of incidents of bullying 5](#_Toc476223590)

[Our recording of incidents of bullying 5](#_Toc476223591)

[Our response to incidents of bullying 5](#_Toc476223592)

[How we support victims of bullying 6](#_Toc476223593)

[How we help perpetrators to change behaviour 6](#_Toc476223594)

[Sanctions and Rewards for the perpetrators of bullying 6](#_Toc476223595)

[How we inform the school community about bullying incidents 7](#_Toc476223596)

[How and when we train our staff 7](#_Toc476223597)

[The responsible person for anti-bullying 7](#_Toc476223598)

[Monitoring and Evaluation 8](#_Toc476223599)

[Review of Policy 8](#_Toc476223600)

**St. Mary’s Fields Primary School Anti-Bullying Policy**

**Policy Statement**

This Policy is written with reference to current government guidance on Preventing and Tackling Bullying (DFE 2011 updated October 2014)

**Our school ethos in relation to anti-bullying**

St. Mary’s Fields Primary School is committed to providing a caring, friendly and safe environment for all our pupils, so that they can learn in a relaxed and safe atmosphere.

Bullying of any kind is unacceptable at this school. If bullying should occur, all pupils will feel empowered to report the incident, knowing that they will be listened to, and that there will be prompt and effective action taken. We are a *telling* school and anyone can have confidence to report bullying.

**Our agreed definition of bullying**

Bullying is behaviour, by an individual or a group, repeated over time, that intentionally hurts another individual or group, either physically or emotionally.  **It is different from aggressive behaviours, such as fighting, defiance, and rage, and is also different from falling out with friends, playing unkind jokes and pranks, and getting into arguments.** A simple way of expressing our definition of bullying is Several Times On Purpose, **S.T.O.P.** and children will be taught to Start Telling Other People

*Bullying can be:*

Emotional being unfriendly, excluding, tormenting

Physical pushing, kicking, punching, pinching, biting, hitting

Discriminatory homophobic, racial, religious or disability taunts or gestures

Verbal name calling, teasing, threats, insults

Material taking belongings, extortion

Sexual unwanted, inappropriate touch, gender

Cyber misuse of electronic technology such as e mail, social media, text, pictures

We do not tolerate any bullying relating to Age, Sex, Race, Disability, Pregnancy, Marital status, Sexual orientation, Gender reassignment or Religious background

**How we involve everyone in anti-bullying issues**

**Parents/Carers** should read the policy from the website and then to come and talk to the Class Teacher or Headteacher with any issues relating to bullying. The Class Teacher or Headteacher may ask Parents/Carers to come and talk to them should there be a reason to involve them in a discussion.

**Governors** are kept informed of this policy and a named governor is designated the link governor with responsibility for its outcomes.

**Staff** have been involved in drawing up this policy and have ownership of it. They attend regular meetings and discuss incidents so that the essence of this policy is carried out on a day to day basis in reality.

It should be noted that there is always the possibility that a member of Staff or Governor is involved in bullying, and this should be reported, to the Headteacher, or Governing Body immediately some evidence arises.

**Pupils** receiveregular teaching in the PSHE programmes of study teaching them that bullying will not be tolerated. Children in all Key Stages know the S.T.O.P procedure.

**How we inform everyone about anti-bullying issues**

**Parents/Carers** are requested to see the Class Teacher or Headteacher should they be involved in a bullying issue. It is vital that the school works with Parents /Carers so that permission for bullying is not supported from home. Leaflets are available for Parents/Carers to raise awareness and suggest sensible advice on what to do.

**Staff/Governors** are informed through meetings when these issues are discussed. They are informed of their responsibilities and the part they play in the success of this Policy.

**Pupils** receive teaching about anti-bullying. S.T.O.P. and Helping Hand resources are used by teachers. Individual pupils will be reminded by the Class Teacher in cases where extra input is needed. Again, there are leaflets available for a Parent/Carer to take to help their child if they are involved in bullying.

**Our Strategies for preventing bullying**

1. *“ The behaviour of pupils is good…have positive attitudes…respectful of adults and each other…play sociably at playtimes and lunchtimes….pupils say that they feel safe…behaviour is always good and often exemplary”* Ofsted November 2014

This ethos of good behaviour is the key to success in preventing bullying from arising in the first place.

1. We have a Policy for Personal, Social, Health and Economic Education and programmes of study which underpin everything and everyone at St. Mary’s Fields School. The Anti-Bullying Policy is like an appendix to this Policy which captures all the strategies this school employs to ensure the social and emotional wellbeing of pupils. Also, the school’s overall Behavioural Policy, which incorporates all types of anti-social behaviours, covers aspects pertinent to bullying. The three Policies need to be read in conjunction, so that the wealth of strategies put into practise for preventing bullying can be seen. This accounts for the outstanding safeguarding and pupils’ spiritual, moral, social and cultural development credited by Ofsted.
2. Here is a flavour of the strategies employed to help children work and behave co-operatively, in order to minimise the possibility of bullying taking place:
* Thought for the Week
* PSHE programmes of study - active teaching with role play/drama/stories/SEAL/
* Assemblies addressing E-safety
* The RE teaching programme
* Safeguarding/equal opportunities
* School Rules
* Overall Behaviour Policy
* Circle Time/R Time/Persona Dolls
* School Council discussions
* Playground Routines and Spaces/high level supervision
* National Anti-Bullying week events (November)
* Playground Pals = Peer Support /Buddies
* Physical activity/Keep Fit programme
* After School Clubs
1. We also work with families to promote positive behaviours, in order to prevent any bullying on the way to and from school, and outside of school hours.
* Family support/Information to Parents
* PATCH group = Parental involvement
* Home/School Liaison
* Home Visits
* Community Police

**Our reporting of incidents of bullying**

* Pupils know to report bullying as they have been taught to Start Telling Other People S.T.O.P. They will know who to tell from Helping Hand teaching.
* A friend or an adult then reports to either the Class Teacher or Headteacher. After the lunchtime break all Lunchtime Supervisors make a report to the Senior Teacher. We are a *telling* school and anyone can have the confidence to report bullying.
* Once bullying is reported to the Class Teacher, they will investigate the allegation without hesitation. This will involve checking reports on unacceptable behaviour for evidence of bullying.
* The Class Teacher will report the matter to the Headteacher, and Parents/Carers of both the victim and perpetrator. Once reported, there will be joint action from Class Teacher and Headteacher.
* If appropriate, the incident will be reported to the Police.

**Our recording of incidents of bullying**

* All incidents of bullying once reported to the Class Teacher are recorded.
* All the Lunchtime Supervisors report and record unacceptable behaviours at their daily meeting. They will inform the Headteacher if this is bullying.
* The Headteacher keeps a Central Register for recording incidents of bullying. There is a distinction between bullying and other unacceptable behaviours in these records.
* The recording of incidents will include
1. Who is the perpetrator
2. Who is the victim
3. The actions of the perpetrator
4. The response of the teacher – sanctions/support taken immediately
5. Steps to be taken to help change behaviour
6. Support for the victim
7. Contact with parents

**Our response to incidents of bullying**

At St. Mary’s Fields we believe everyone has the right to be treated with respect, and no one deserves to be a victim of bullying. We will listen, and respond immediately and with action when a bullying incident occurs. Pupils who bully will be disciplined fairly, consistently and reasonably, in discussion with the class teacher, Headteacher, parents and their child. Children are referred to the Behaviour Support Team when the school feels the need for additional support. We take seriously our statutory obligation as a school to tackle bullying. (Education and Inspections Act 2006 section 89)

**How we support victims of bullying**

* The child who has been bullied needs time and attention from a caring adult.
* The adult needs to listen, to comfort or calm the child, deal with any physical injuries and instil in the child a knowledge that they are going to act upon the information given.
* Often the incident cannot be sorted in a moment, and the victim needs assurance, that the resulting action for the perpetrator will stop a repetition of the bullying and that they feel safe from a backlash for the future.
* The victim needs to be commended for reporting the incident so that they always have the confidence to return should there be a recurrence.
* The child needs on-going checks that all is well and that they feel happy and safe at school once more.
* The Parents/Carers will be kept informed so that they can help their child, and the school can support the family.

**How we help perpetrators to change behaviour**

* As we do not tolerate bullying the immediate response is to communicate that the actions are wrong and it must not re-occur.
* Parents are informed and involved to support their child.
* The child is helped to take responsibility for their actions by thinking about how their victim may feel.
* The child will face sanctions for their behaviour decided upon by the Headteacher. Rewards will be decided upon for achieving any targets.
* There will be constant monitoring of behaviour so that the bullying does not continue unchecked.
* A child can be referred to the Family Support Worker or the Education and Children’s Services Psychology Service for help with bullying behaviour.

**Sanctions and Rewards for the perpetrators of bullying**

We have an individual long term programme of varied sanctions and rewards, to understand the anti-social behaviour and support the child and their family, as we seek to change this behaviour. The disciplinary measures will take into account the needs of these vulnerable children and their families, as well as the severity of the bullying. The Headteacher in dialogue with the class teacher will make these decisions and may vary the school’s response according to an individual situation.

Sanctions

* Parents informed
* Withdrawal of privileges especially playtime
* Restriction of friendships
* 1-1 adult/pastoral support
* Internal exclusion from peers and peer activities
* Exclusion
* Police informed if appropriate

Rewards

* Commendations for keeping the School Rules
* Sticker Charts or similar
* Class based rewards /Golden Board
* School based rewards/Celebration Assembly
* Family has positive profile in School Community

**How we inform the school community about bullying incidents**

It is very important that there is dialogue amongst everyone in our school. Children in each new class, who may need extra support, are identified at the beginning of the school year and are known to all staff.

As a school we also take responsibility for bullying outside of school hours and off the premises. This will include the journeys to and from school and cyber bullying on electronic media. Anyone within our community, can report a bullying incident to us. There is a booklet available with information for the school community.

**How and when we train our staff**

All Staff at St. Mary’s Fields are vital to the success of this policy and therefore training, and refreshment of training is essential. There will be a designated in service training session for everyone at least once every 3 years. In addition there will be regular meetings when issues can be addressed, reminders made and support given.

Data shows that 75% of all bullying takes place in the school playground so Lunchtime Supervisors in particular, are trained and supported, at induction and in half termly sessions with the Headteacher.

Any training should emphasise these procedures:

* To see and ignore an incident therefore supports the bullying
* To be vigilant for any bullying behaviour and report it
* To intervene every time bullying occurs, dealing with both victim and perpetrator
* Praise constantly positive behaviours
* Follow up – support the victim to prevent recurrence
* Follow up – positive reminders to the perpetrator

**The responsible person for anti-bullying**

The person in our school who leads on anti-bullying issues is the Headteacher.

 Their responsibilities are :-

* To be available for dialogue with Teaching Staff and Lunchtime Supervisors.
* To support the adult first dealing with the incident, the victim and the perpetrator.
* To decide on sanctions in discussion with class teacher and parents.
* To oversee the behaviour records to establish evidence for bullying.
* To promote a positive school ethos so that instances of bullying are kept to a minimum.

**Monitoring and Evaluation**

The effectiveness of anti-bullying at St. Mary’s Fields can be measured by analysis of the behaviour records. Over time there should be a reduction in the overall number of incidents occurring and a reduction in the number of incidents committed by the same person. Any pattern becoming evident in the perpetrators or victims can then be addressed to ensure that there is commitment by everyone, that bullying will not be tolerated.

**Review of Policy**

This policy was written November 2013

Updated February 2017

Next review Spring 2019