



St Agnes CE Primary School

Anti-Bullying Policy

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| Approved by: | S Uddin | Date: February 2021 |
| Last reviewed on: | January 2018 | |
| Next review due by: | February 2023 | |

You have the right to protection against discrimination. This means that nobody can treat you badly because of your colour, sex or religion, if you speak another language, have a disability, or are rich or poor.

Article 2, UNCRC

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell 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.

What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Religious name calling, teasing, taunts
- Cyber all areas of internet, such as email & internet chat room misuse
mobile threats by text messaging & calls
misuse of associated technology, i.e. camera & video facilities.

Bullying is not:

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when an occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. When occasional issues of this kind arise it is not classed as bullying, although this behaviour is not acceptable and will be dealt with by staff. It is an important part of children's development to learn how to deal with friendship breakdowns. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Why is it Important to Respond to Bullying?

Bullying hurts. No one in school deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

The school has a responsibility to and will respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching 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, parents and staff should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated in any form.

Race Equality/Inclusion Statement

The policies, system and practices at St Agnes CE Primary School set out to promote community cohesion and to provide a high quality educational experience for all children.

At St Agnes CE Primary School we do not tolerate any form of racism, bullying or harassment. Staff aim to maximise the potential of all our pupils through:

- Setting suitable learning challenges.
- Responding to children's diverse needs.
- Overcoming potential barriers to learning.

We recognise that it is the responsibility of the entire school community to seek to provide equality of opportunity for all our children regardless of culture, language, religion, ethnicity, ability, disability, gender, sexuality or social circumstance.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"

- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is 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

- All pupils are encouraged to report any kind of incident against them as soon as it happens, this will be to
 - a) class teachers
 - b) teachers/associate staff/ lunch time organiser on duty before school, after school and during break times
 - c) the incident will be reported to the class teachers in the first instance.
- All kinds of bullying will be investigated and dealt with immediately by the class teachers and the incident reported to the lead behaviour professional, deputy headteacher and or headteacher.
- In cases of bullying, the incidents will be recorded by staff.
- Parents will be informed about the incident and the procedure for resolving the difficulty. The school will need time to investigate the incident thoroughly in order to resolve the difficulty satisfactorily.
- In serious cases parents will be informed and asked to come to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- All attempts will be made to help the bully (bullies) change their behaviour, using a variety of strategies.

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and sanctions will be levied at the pupil(s) responsible.
- If possible, the pupils will be reconciled.
- Support will be given to the pupil who has been bullied through staff support, peer group support, whole class support.
- In serious cases, suspension or even exclusion will be considered.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use a variety of methods for helping children to prevent bullying. As and when appropriate, these include:

- Using the school community to role model good behaviour
- To reinforce good behaviour
- Delivery of PSHE curriculum
- Writing a set of class/school rules, following e learning rules and guidelines
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying or using assembly times to promote awareness
- Making up role-plays
- Having discussions about bullying
- Signing a behaviour contract

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| HELP ORGANISATIONS: | |
| Advisory Centre for Education (ACE) | 0300 0115 142 |
| Children's Legal Centre | https://www.childrenslegalcentre.com/get-legal-advice/ |
| Childline | 0800 1111 |
| KIDSCAPE Parents Helpline (Mon-Tues, 9.30am – 2.30pm) | WhatsApp: 07496 682785 Email: parentsupport@kidscape.org.uk |
| Family Lives Helpline hours: Monday to Friday 9am to 9pm Weekends 10am to 3pm | 0808 800 2222 |
| Bullying | 0808 800 2222 www.bullying.co.uk |

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.