

# **St Nicholas CE (VC) Primary School**

## **Anti-bullying Policy**

### **Principles and Values**

As a school we take bullying and its impact seriously. Pupils and parents should be assured that any known incidents of bullying will be responded to. Bullying will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

### **Send and Dyslexia Friendly Schools' Policy Statement**

At St. Nicholas First School, all pupils are valued equally. Teachers plan lessons which enable all pupils to participate, achieve and excel, whatever their level of ability. Lessons provide opportunities for pupils to recognise and develop their own learning style, (auditory, visual or kinaesthetic), through varied and flexible provision across a broad and balanced curriculum.

In order to meet the needs of all our pupils, we hold the Schools' Dyslexia Friendly, Level 1 Award and are actively working towards Dyslexia Friendly Schools' Full Status.

As a school, we believe that a Dyslexia Friendly environment and teaching styles will benefit the learning of all pupils and not just those with dyslexic tendencies. Strategies that are good for the dyslexic learner are good for everyone.

### **Objectives of this Policy**

-teaching staff, pupils and parents should have an understanding of what bullying is.

-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

know what the school policy is on bullying, and what they should do if bullying arises. All of us have encountered bullying at some point in our lives, but we all deal with it differently.

The aim of this policy is to work together to ensure that our school is a safe place for children and adults to be; whether the school community is directly or indirectly affected by bullying or not.

### **What Is Bullying?**

Bullying is unacceptable behaviour used by an individual or group, usually repeated over time; that intentionally hurts another individual, or group, either physically or emotionally. In other words, bullying at St Nicholas is considered to be, 'unacceptable behaviour which occurs 'lots of times, on purpose'. Bullying can be short term or continuous over long periods of time.

Bullying can be:

- being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- pushing, kicking, biting, hitting, punching or any use of violence
- racial taunts, graffiti, gestures
- unwanted physical contact or sexually abusive comments homophobic - because of, or focusing on the issue of sexuality

Direct or indirect

Verbal name-calling, sarcasm, spreading rumours, teasing

- All areas of internet ,such as email and internet chat Twitter, Facebook misuse, mobile threats by text messaging and calls Misuse of associated technology , i.e. camera and video facilities, I- pad, games consoles.

Bullying may be related to:

sexual bullying, homophobia

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

## **Perpetrators and Victims**

Bullying takes place where there is an imbalance of power of one person or persons over another. This can be achieved by:

– through the use of cyber bullying or using email, social networking sites, texts etc.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse; that is, do not wait to be told before you raise concerns or deal directly with the matter. Children may not be aware that they are being bullied; because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them. Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

### **Why is it Important to Respond to Bullying?**

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

### **Signs and Symptoms for Parents and Staff**

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:

their usual routine

nightmares

dinner or other monies continually

"lost"

o say what's wrong

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated.

## **Outcomes**

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff. Parents of the perpetrator may also be questioned about the incident or about any concerns that they may be having.

The child displaying unacceptable behaviour may be asked to genuinely apologise (as appropriate to the child's age and level of understanding.) Other consequences may take place e.g. a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes or measures that it puts in place (such as peer buddying). In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. e.g. police, counsellor, behaviour support worker. In serious cases (this is defined as children displaying an on-going lack of response to sanctions, that is, no change in behaviour of the perpetrator and an unwillingness to alter their behaviour choices), support from behaviour outreach, counselling, reduced timetables, or even fixed or permanent exclusion will be considered.

During and after the incident(s) have been investigated and dealt with, each case will be recorded and monitored to ensure repeated bullying does not take place. The Governors will be informed of any incidents recorded along with incidents, sanctions and reconciliation. This forms part of the termly Headteacher's Report. The Safeguarding and Chair of Governors will be consulted at the time of any incidents.

## **Prevention**

At St Nicholas we use a variety of methods to support children in preventing and

understanding the consequences of bullying through class assemblies, PSHE and Citizenship lessons, SMSC Curriculum, the school Vision and Assembly Themes and Anti-bullying week.

The Friendship bench the playground, E-Safety curriculum, class worry boxes are also ways in which children are encouraged to look out for others and understand that bullying is unacceptable. Children are also consulted through in-school pupil questionnaires.

The ethos and working philosophy of St Nicholas means that all staff actively encourage children to have respect for each other and for other people's property. Good and kind/polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss friendship and bullying, this will inform children that we are serious about dealing with bullying and leads to open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff will reinforce expectations of behaviour as a regular theme in line with our school's Christian ethos and values. Staff follow the equality policy; supporting every child in our school.

Staff must be careful not to highlight differences of children or an individual child, even if this is done in jest. This gives other children advocacy to use this difference to begin calling names or teasing.

Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group. Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and be kind to each other. Children are involved in the prevention of bullying as and when appropriate, these may include:

a class or assembly -plays about what to do through scenarios of bullying

unacceptable behaviour towards others are dealt with quickly

your School Council representatives

uss it as part of your PSHE time

## **Recording of Bullying Incidents**

When an incident of bullying has taken place, staff will record and report each incident. In the case of racist bullying, this must be reported to the Headteacher. General incidences of bullying should be recorded in the Behaviour Log this would include incidents where staff have had to become involved and speak with children, and/or where parents have raised concerns regarding bullying.

Confirmed cases of bullying must be recorded and followed up for a period of time afterwards. All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future. Incidents of bullying will be discussed with the Governing Body (Safeguarding Governor – Mrs L Howse).

### **Advice to Parents**

As the parent of a child whom you suspect is being bullied:

1. Report bullying incidents to the class teacher, LSA or Headteacher.
2. The incidents will be recorded by staff and the Headteacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
6. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

Do Not:

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.
2. Encourage your child to be 'a bully' back. Both of these will only make the problem much harder to solve.
3. Utilise Social Media such as Facebook as a mechanism for sharing or trying to resolve the issue, this may hinder any investigation into alleged incidents.

### **HELP ORGANISATIONS:**

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345 KIDSCAPE

Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222 Youth Access 020 8772 9900

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

Visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.

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