

# SAXTON CE PRIMARY SCHOOL

## Anti-Bullying Policy

*“Respectful of God’s world and everyone in it”*

### Rationale

The governing body and staff of the school are totally opposed to bullying. Bullying can have short and long term effects on an individual’s emotional and psychological well-being. The aim of this policy is to provide pupils with a safe and secure learning environment and to support children who **are being bullied** or who are bullying others in order to prevent the problem recurring.

It is recognized that most schools are likely to have a problem with bullying at some time. This school regards bullying as particularly serious and firm action will always be taken against it. As a Christian School, we encourage everyone to care for others as well as themselves and we endorse this statement through our daily ‘Collective Worship’ and pastoral care.

### Aims

This policy aims to produce a consistent response by the school to any bullying incidents that may take place.

### Guidelines

#### **Recognising the Signs of Bullying**

Bullying is deliberately and consistently harmful behaviour over a period of time. Staff will watch out for the signs and symptoms of the following forms of bullying:

- physical
- verbal
- indirect, eg spreading rumours or social exclusion
- misuse of mobile phones or Internet message boards and chat rooms.

The school recognises that any pupil can be bullied but certain factors that can make bullying more likely are:

- a lack of close friends in the school
- shyness
- race, religion, sexual orientation or social class
- a disability or some other obvious difference, eg stammering or acne.

Staff may suspect bullying is occurring if a pupil:

- becomes withdrawn and anxious
- shows a deterioration in his or her work
- starts to attend school erratically
- has spurious illnesses

- persistently arrives late at school
- prefers to stay with adults.

A child's parents may also suspect that he/she **is bullying** or being bullied due to changes in behaviour at home and /or attitude towards school. We encourage an open and ongoing dialogue with all of our parents to ensure we are working together to identify any issues and address concerns as early as possible.

### **Preventing Bullying**

The school will take every opportunity to demonstrate to pupils, through the curriculum and by example, that it is totally opposed to bullying.

Staff will not ignore bullying or suspected bullying under any circumstances. All school staff will, wherever possible, intervene to prevent bullying incidents from taking place.

The school will encourage pupils to report any incidents of bullying to a teacher or other adult at school. Pupils will be told that they may bring a friend with them if they wish.

The school will ensure that all staff, pupils and parents, are aware of the school's anti-bullying policy.

Staff will praise and encourage pupils when they show kindness and consideration to others.

### **Dealing with Bullying Incidents**

Any incidents of bullying will be taken seriously and dealt with as quickly as possible. Staff will do all they can to support the victims of bullying and make it clear to the bully that this behaviour is not acceptable.

In dealing with bullying, school staff will:

- not ignore it
- not make premature assumptions
- listen to all accounts of the incidents
- adopt a problem-solving approach that encourages pupils to find solutions rather than simply justify themselves
- make regular follow-up checks to ensure that bullying has not resumed.

### **If a Pupil is Bullied**

Staff who receive a report of a bullying incident from a pupil will:

- listen to the pupil's account of the incident
- reassure the pupil that reporting the bullying incident was the right thing to do
- make it clear to the pupil that he or she is not to blame for what has happened
- make a note of what the pupil says
- explain that the pupil should report any further incidents to a teacher or other member of staff immediately.

Staff will ask the pupil:

- what has happened
- how often it has happened
- who was involved
- where it happened
- who saw what happened – staff may, if appropriate, ask other pupils for further accounts of the incident
- what he or she has done about it already.

### **Advice to Pupils**

The school will advise pupils who are caught up in bullying incidents to:

- stay calm and look as confident as possible
- be firm and clear, look the bully in the eye and tell them to stop
- get away from the situation as quickly as possible
- immediately tell an adult what has happened.

### **If a Pupil is Bullying**

If staff are aware that a pupil is bullying another child/children, they will discuss this with them and go through the details of any specific incidents so that the bully is aware that staff know exactly what has happened. At Saxton school, we recognize that there may be underlying reasons why a child bullies others and if staff are aware of issues within a pupil's school/home life, efforts will be made to address these through interventions described below. Staff will ensure that bullies know that their behaviour is not acceptable and will be closely monitored. The pupil will be told what the possible consequences of their actions could be if they continue.

At Saxton we recognise that children who bully others have needs of their own which must be addressed to help them understand the possible consequences of their behaviour and prevent future incidents

### **Dealing with Serious Bullying**

Serious bullying will be dealt with under the school's behaviour policy.

### **Recording Incidents**

All incidents of bullying and discussions with the pupils involved will be recorded, along with the school's response.

### **Co-operating with Parents and Carers**

The school will work with parents in dealing with bullying. Bullying in school is everyone's responsibility. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

The school will ensure that parents are aware of the school's anti-bullying policy. Parents, carers and families are often the first to detect signs of bullying. The school will encourage parents who suspect that a child is bullying or being bullied to immediately contact the school and make an appointment to see the child's teacher as soon as possible.

Parents and carers will be informed of incidents and involved in discussions. The school will discuss with parents how they can work together to stop the bullying.

If the bullying continues after all channels have been explored, the parents of the child/children concerned will be invited to a meeting with the Headteacher and a member of Saxton School's Governing Body.

**Equal Opportunities**

We will endeavor to ensure that this policy is applied consistently to all learners. This will be irrespective of gender, race, cultural background or disability.

**Monitoring**

The Governors will monitor the effectiveness of this policy. Through everyday routines the Headteacher will ensure that school practice reflects the guidelines included in the policy. This may take the form of informal monitoring of lessons, formal lesson observations, or work scrutinies. The LA will monitor the impact of this policy through the work of the SIP, who will quality assure the judgements that the school makes about the effectiveness of teaching. The policy will also be monitored by Ofsted during their inspection visits.

**Review**

This policy was last updated in May 2017 and is due for review May 2018

Signed ..... Headteacher

Signed .....Chair of Governors