



ST DUNSTAN'S, CHEAM, C of E PRIMARY SCHOOL

Policy Subject: ANTI- BULLYING

Date: July 2017 Review: July 2020

Mission Statement

'St Dunstan's - excellence in Christian education'

Our School fosters a Christian ethos and provides a high quality of care and education for every member of the school community. Christian values are promoted through the whole curriculum. We aim to motivate everyone to engage fully in the broad range of educational opportunities provided to develop their potential.

We encourage all our children to achieve high standards and to grow as happy, confident, compassionate, independent young people who show respect for others, have a desire to learn and who are eager to make positive and caring contributions to the wider community, its people and environment

Policy Statement:

What is bullying?

Bullying can take many forms, it is deliberately hurtful behaviour, repeated often over a period of time. It is difficult for the individual being bullied to defend him/herself. The National Anti- Bullying Alliance (ABA) has developed a useful definition.

Bullying is:

- repetitive, wilful or persistent (*although this not does exclude a one off serious incident*)
- intentionally harmful, carried out by an individual or group
- based on an imbalance of power, leaving the victim feeling defenceless.

Bullying may be:

- **Emotional** (being unfriendly, excluding, tormenting, threatening behaviour)
- **Verbal** (name calling, sarcasm, spreading rumours, teasing and making threats)
- **Indirect** spreading stories, excluding someone from social groups.
- **Physical** (pushing, kicking, hitting, punching or any use of violence and taunting)
- **Extortion** (demanding money/goods with threats)
- **Cyber** (all areas of internet, email and internet chatroom misuse)
 - Mobile threats by text messaging and calls.
 - Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- **Racist** (name calling, racial taunts, graffiti, gestures)

- **Sexual** (unwanted physical contact, sexually abusive comments)
- **Transphobic** (incidents are those perceived to be insulting to someone's gender identity or to transgendered people)
- **Homophobic** (any incident perceived by the alleged victim or any other person to be targeted around being lesbian, gay or bisexual. People do not have to be lesbian, gay or bisexual to suffer homophobic bullying)
- Related to a person's disability or Special Educational Needs (SEN)

Bullying in any form results in children or adults feeling hurt and upset, bewildered and/or frightened. Children who are being bullied feel powerless to stop it happening. It is essential that it is NEVER ignored.

Aims and Purposes of the policy

The main purposes of this policy are:

1. to prevent bullying from occurring
2. to inform parents and children that the school cares
3. to guide all staff in how to challenge and deal with bullying because, where pupils are bullied:
 - a. they may be unhappy about coming to school and their lives are made miserable. Over a period of time this will affect their self-esteem and well being
 - b. the unhappiness of bullied pupils is likely to have an adverse effect on their educational achievement.

Together with the school's Mission Statement, Behaviour and Discipline policy, Classroom and Playground Codes, Equal Opportunities, R.E. and P.S.H.E. policies, the Anti-Bullying policy makes the school's values explicit to all concerned, "If they observe bullying behaviour going unchallenged, other pupils may learn that bullying is a quick and effective way of getting what they want." The victims of bullying may see the school's inaction as condoning unacceptable behaviour. (DFE 1994).

General Principles:

Preventing bullying

All staff must be watchful, observing the social relationships between children. They should consider the school environment - what worries children about the playtimes and play areas i.e. where and how bullying might occur. Potential problems should be discussed with relevant staff.

There are regular opportunities within the planned curriculum to communicate to children the importance of all members of our school community having care and concern for each other, and the reasons for having a policy on bullying.

Dealing with bullying if it occurs -

If **you** come across bullying what can you do?

- try to remain calm
- take the incident or report seriously and ensure that children realise that action will be taken
- think carefully whether your action needs to be private or public

- reassure the victim(s) and offer advice and support (the child might need help with his/her social skills/assertiveness)
 - make it plain to the bully that you disapprove
 - encourage the bully to see the victim's point of view, again social skills may need to be addressed
 - take care over how you respond to the bully, reacting aggressively gives the message that it's O.K. to bully if you have status or power
 - explain clearly any sanction* and why it is given **or** how the bully can make amends.
- * **Sanctions** (see Behaviour Policy which emphasises use of praise, encouragement and reward)
- apology to victim and agree positive action to be taken
 - tell child that the incident will be reported to other staff members e.g. Senior Midday Supervisor, class teacher, or a senior teacher
 - possible loss of privileges e.g. playtime
 - parents/carers notified

Incidents of bullying should be discussed with the class teacher as well as a senior member of staff.

It may also be appropriate to inform the parents of both the victim and the bully, to ensure that they are aware of the school's action to date.

Staff should always take the time to listen to children or to their parents where they think that bullying may have occurred.

Bullying of staff by pupils, parents/carers or other staff

All staff and Governors of the school strive to support the emotional health and well being of the staff in the school and so we believe that all bullying incidents must be investigated. This includes any incident reported by a member of staff being bullied by a child and or parent. Members of the school workforce who are concerned about bullying should seek support from the Headteacher. They may also seek advice or counselling from their union or professional association.

Records

A dated written note should be made either in the playground book, school incident book, or personal notes of the class teacher.

Records should include:
 who was allegedly involved
 where and when it happened
 what happened
 what action was taken
 how it was followed up

It is vital that accurate records are kept of incidents and of how the school has responded. In the case of a serious incident this provides evidence should the victim or their family decide to take legal action.

Conclusion

All known incidents of bullying will be acted upon. At St Dunstan's we are committed to working with parents to ensure that our school is a happy place for everyone.

WHAT YOU CAN DO TO HELP PREVENT BULLYING IN OUR SCHOOL

- If you are ever bullied or threatened:
- be firm and clear - look the person in the eye and tell them to stop
- get away from the situation as quickly as possible
- tell the member of staff who is responsible for you at the time. It is important to do this straight away
- if you cannot do this, for any reason, tell another member of staff, a friend or your parents as soon as possible
- report bullying straight away, but be honest and ask yourself if your own behaviour has caused others to get angry or upset with you.

You can help to make and keep our school a happy safe place if you:

- always report bullying - of yourself or others
- never join in with bullying
- make sure that you and your friends never go to areas of the school where you should not be. Stay in the areas which are supervised by staff.

IF YOU ARE FOUND TO BE A BULLY

- your parents will be informed as soon as possible, a written report may be sent home and/ or they may be asked to come into school to discuss your behaviour
- a copy of the report of the incident will go into your file in school as a record of what happened and what action was taken
- you will be expected to make a full and proper apology to the person you have bullied
- you may be required to give an explanation of your behaviour to the parents of the person you have bullied
- if necessary you will be excluded from the school, until you can agree to behave in a safer, more pleasant way.

IMPLICATIONS FOR PARENTS

- contact the school if you are aware or suspect that bullying is taking place
- encourage children not to be aggressive with other people
- support the school if further action needs to be taken.

Bibliography

ABA - Antibullying Alliance <http://www.anti-bullyingalliance.org.uk/>

DFE Website Up to date information about anti-bullying strategies
https://www.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf

<https://www.gov.uk/bullying-at-school/the-law>

DFE 2010 Equality Act 2010

DFE 2006 Education & Inspection Act

Munn P. 1993 Supporting Schools Against Bullying (Scottish Council for Research in Education)

Johnstone, Munn & Edwards 1991 Action Against Bullying (Scottish Council for Research in Education)