Anti-bullying Policy

"We are the seeds. Our school is the good ground which provides everyone with all they need to grow and achieve." *(Our children)*

St Michael's is a Church of England Primary School built on distinctive Christian Values at the very heart of its community.

We will provide:
- a welcoming, inclusive school with strong relationships across our community, that celebrates diversity;
- excellent teaching with a nurturing approach, guiding first steps to next steps;
- an inspirational and challenging curriculum which ignites curiosity, encourages resilience and grows confidence so children become lifelong learners;
- a happy, safe and stimulating environment in which children can achieve their full potential;

So that our children will flourish in all they do and become good citizens

"And some seed fell on good ground. This seed grew and made 100 times more grain." *(Luke 8:8)*

Table of Contents

"Treat others as you would want to be treated" **(Matthew 7v 12)**

1. Aims:

At St. Michaels, the School Community (pupils, staff, parents, governors) work in partnership to create and uphold a culture and ethos of anti-bullying.

Pupils and adults realise that bullying behaviour is not acceptable and will not be tolerated. As a Church school, our ethos is to encourage children to foster positive and caring relationships. We encourage all members of our school community to live out Christian values and to be kind, caring, forgiving, tolerant and respectful of one another.

Pupils are actively encouraged to make choices, knowing that they are in a safe and supportive environment. Through the provision of a safe environment, empowering education and established boundaries, all pupils in our care are enabled to make choices safely.

All reports of bullying behaviour reported by pupils and adults will be listened to, recorded and investigated to remedy the situation.

2. Objectives:

This policy is intended to:
- Raise the school community awareness of the school's stance on bullying
- Provide strategies for preventing and dealing with bullying promptly and consistently
- Provide understanding and support for bullied pupils
- Ensure an anti-bullying culture and ethos is prevalent throughout the school

3. Definition of bullying:

- It is premeditated and forms a pattern of behaviour repeated over time rather than an isolated incident
- It involves dominance of one pupil by another, or group of others
- The main types of bullying are:

• **Physical** – pushing, hitting, kicking, pinching, any form of violence, threats

• **Verbal** – name-calling, sarcasm, spreading rumours, persistent teasing

• **Emotional** – tormenting, threatening, ridicule, humiliation, exclusion from groups or activities

Nationally, it is evident that bullying may occur for a variety of reasons. Specific types include:

- Physical - hitting, slapping or pushing

- Verbal - name calling, gossiping or threatening

- Non-verbal - hand signs, pictures, photos

- Indirect – social media, by a third party

- Emotional - threats, intimidation, humiliation

- Exclusion - Ignoring, isolating, leaving someone out

- Undermining - constant criticism or spreading rumours

- Controlling or manipulating someone

- Making silent, hoax or abusive calls

- Discrimination - Racial, Religion, Culture, Faith, Sex, Disability

- Appearance or health – ugly, fat, hair colour, clothes, wear glasses, different…………
- Home circumstances - young carers, looked after children

There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately.

Bullying can take place between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of cyber-bullying methods.

4. Identifying Bullying:

Children who are being bullied may not always be prepared to tell someone. It is important therefore that members of staff, parents and others who deal with the children are observant and alert for signs of bullying.

These might include:
- Unwillingness to come to school

- Withdrawn, isolated behaviour

- Complaining about missing possessions

- Refusal to talk about the problem

- Self-harming

- Being easily distressed

- Damaged or incomplete work

- Changes in eating patterns

The Education and Inspections Act 2006

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

5. Procedure

When a disclosure is made, it will always be treated seriously, with appropriate discretion and carefully investigated.

1. If behaviour is identified as bullying the incident should be reported to a senior member of staff.

2. The victim and bully should be spoken to separately. The victim's story should be listened to and the pupil reassured that s/he has done the right thing by reporting the situation.

3. The bully should be spoken to and the reasons why s/he has bullied identified. The bully should be helped to recognise his/her unacceptable behaviour and given support if necessary, to address that behaviour.

4. On some occasions it may be possible to sit victim and bully down together to discuss their feelings and the reasons why the situation has developed. The problem could then be resolved amicably and/or a compromise reached.

5. On other occasions the bully should be told clearly to stop his/her unacceptable behaviour immediately and to stay away from the victim.

6. In instances of proven bullying, the parents should be contacted and informed of the situation and the action taken.

7. Bullying involving members of staff should be directed to the Head Teacher or SLT as appropriate and will be dealt with following staff behaviour guidelines and disciplinary procedures as appropriate.

Note: When investigating bullying, cognisance should be made that the bully may also be a victim. The bully could be displaying behaviour which they personally experience as the norm or are acting out of emotional distress from a different type of abuse they are victim of.

Investigators should be mindful to report safeguarding concerns to the relevant authorities where appropriate.

6. Preventing Bullying:

- Members of the school community are alert to signs of bullying and act promptly against it
- Regular monitoring of class 'Behaviour Incident' diaries, by a member of the SLT, ensures that any behaviour which may constitute bullying is identified and dealt with appropriately.
- We promote anti-bullying strategies through Collective Worship, PSHE, SEAL lessons, circle time, Friendship (Anti Bullying) Week and other appropriate lessons such as RE
- Children are encouraged to tell someone if they are being bullied or observe bullying e.g. Teachers, Head Teacher, Assistant Head, TAs, Office Staff, etc. Parents should inform the school if they believe their child is being bullied.
- A safe environment is created in the playground by careful supervision, and Playground Buddies

7. Promoting an anti-bullying ethos in and out of the school:

Members of staff regularly use SEAL, PSHE, RE lessons, collective worship or circle time to explore issues such as the causes of bullying, the effects of being bullied or being a bully, and how to stop bullying. Pupils are given advice on what to do if they are being bullied or if they observe someone being bullied e.g. speaking to an adult.

We endeavour to create an environment in which bullying is not able to develop e.g. playground buddies, school council and through the teaching and learning of playground games and equipment.

As a Christian school we promote and live by Christian values of kindness, care, gentleness, compassion and forgiveness. These values are the extreme opposite of bullying. Our Christian values are at the heart of all our actions and provide us with our strong foundation.

We cultivate a school community of caring that extends beyond the school gates into the wider community to prevent bullying outside school hours and protect the vulnerable.

"Love your neighbour as you love yourself."

8. Preventative Work:

The list below is a summary of the preventative measures that are on-going in school to stop bullying:

- Positive reinforcement of our Christian values in our Collective Worship and throughout school
- Behaviour Monitoring
- School Council
- Anti-Bullying Week Awareness-annual event
- Contact with parents
- Discussions in class time
- PHSE/SEAL lessons – explore and rejoice in differences and diversity; role play and assertiveness training
- ICT e-safety curriculum

9. Cyber Bullying:

Members of staff are also aware that bullying can be carried out through cyberspace. Children should be encouraged to tell someone if they are being bullied in this way. School takes written comments on social networking sites seriously.

Guidance on e-safety is a prominent part of the PHSE curriculum and ICT curriculum when the children are taught about areas such as Internet e- safety and the need to use technology in a positive manner. Further information can be sought from the dedicated section on the school's website.

10.   Monitoring:

The policy will be implemented by the Senior Leadership Team.
The policy will be monitored by the Governing Body
School anti bullying procedures will also be monitored by the School Council and through parental feedback throughout the year.

11.   Roles and Responsibilities:

All members of our school community (pupils, parents, class teachers, midday supervisors, teaching assistants, office staff, support staff, etc.) have a role to play in raising awareness, being alert to and reporting bullying.

12.   Useful sources of information:

Other advice and guidance can be found at:

The Anti-Bullying Alliance (ABA):

http://www.anti-bullyingalliance.org.uk/

Founded in 2002 by NSPCC and National Children's Bureau, the Anti-Bullying Alliance (ABA) brings together over 100 organisations into one network to develop and share good practice across the whole range of bullying issues.

Kidscape:

https://www.kidscape.org.uk/

Charity established to prevent bullying and promote child protection providing advice for young people, professionals and parents about different types of bullying and how to tackle it. They also offer specialist training and support for school staff, and assertiveness training for young people.

The Diana Award:

http://diana-award.org.uk/

 Anti-Bullying Ambassadors programme to empower young people to take responsibility for changing the attitudes and behaviour of their peers towards bullying. It will achieve this by identifying, training and supporting school anti-bullying ambassadors.

The BIG Award:

http://www.bullyinginterventiongroup.co.uk/whatitis.php

The Bullying Intervention Group (BIG) offer a national scheme and award for schools to tackle bullying effectively. Restorative Justice Council: Includes best practice guidance for practitioners 2011.

*Cyber-bullying***:**

ChildNet

http://www.childnet.com/

International: Specialist resources for young people to raise awareness of online safety and how to protect themselves

Think U Know:

https://www.thinkuknow.co.uk/

Resources provided by Child Exploitation and Online Protection (CEOP) for children and young people, parents, carers and teachers.

Digizen:

http://www.digizen.org/

Provides online safety information for educators, parents, carers and young people.

This policy has been approved by the Governing Body and Head teacher of St. Michael's C of E Primary School.

Chair of Governors ….

Signed: … *Jackie Chevaugeon* … ………………………………………

Print Name: … … JACKIE CHEVAUGEON…………………………………..

Date:… 5.3.19… …………………………….

Head Teacher

Signed: …… *Johnston* …………………………………………..

Print name:……GAVIN JOHNSTON…………………………………….

Date: ……………5.3.19………………………………..

REVIEW DATE … … March 2021………………………..

Achieving and growing together