

# **ANTI BULLYING POLICY**

## **STATEMENT**

Within our Mission Statement we aim to provide a caring, safe environment at St. Peter's. Bullying in any form is not accepted. Clear procedures have been laid down to respond to bullying.

## **Definition of Bullying**

Bullying takes many forms. Bullying can be short term or can continue over years. Bullying can be physical, verbal, social or even just a look. Bullying can be overt or subtle intimidation. Different teachers may define bullying differently, or put different interpretations on what they see. This may depend on the children's ages and the various expectations we have of the children in the different phases of their education.

Bullying can include name-calling, teasing, jostling, punching, intimidation, extortion and assault. The victims suffer the physical and psychological abuse of their persons, isolation, loneliness, insecurity, anxiety and fear arising from a threatening atmosphere which surrounds them.

## **Context**

### **The actions of the bully are such as:**

- To exert power, overt or covert, over the bully's victims
- To frighten or even terrorise, either through physical aggression or through psychological intimidation
- To create an atmosphere in which the victim feels a constant sense of foreboding at the thought of being subjected to taunts, or threatened with violent behaviour, or actually attacked and humiliated often in secret
- To treat bullying almost as a tribal rite, with the onlookers, often members of bully gangs, placed in the role of conspirators sworn not to expose the bully.

What sort of message does our school give? Part of the message is our way in which victims are seen by the teachers, and whether victims are encouraged to speak out. Our children must speak out even if threatened.

## **Our developing response**

A whole school response aimed at implementing effective anti-bullying procedures must take account of the need for preventative measures through

- The promotion of good discipline and of acceptable patterns of behaviour amongst pupils, based on a proper respect for authority. This is reinforced in PSHE (Personal, Social and Health Education) sessions and assemblies.

- The development of a school policy and a strategic plan to help reduce the incidence of bullying linked to a school's pastoral system, involving all teaching and non-teaching staff, with the Headteacher responsible for coordinating the steps taken after cases of bullying have been reported by pupils to any member of the staff.

### **Specific steps taken**

- Incident reported
- Quickly investigated
- All those involved questioned
- Incident logged
- Decision as to action/sanctions recommended
- Parents informed
- All staff notified of action taken
- Action carefully followed through

### **Sanctions available**

In the first instance, sanctions will follow the behaviour policy for the school.

Unlike the behaviour policy, the bully may be given additional internal isolation for a fixed period of time. On occasions children may be limited in using designated areas within the school, both during lesson times and recreation times.

If the child has been suspended then their return is arranged with careful monitoring and close supervision. (Children need a chance to put things right).

### **We have adopted certain key components to deal positively with bullying**

- a) Children are made aware of how they can report bullying.
- b) All staff should be aware of the school's anti-bullying policy and the procedures and mechanisms for its implementation.
- c) Each case of bullying which is reported must be immediately recorded and investigated and appropriate action taken, in accordance with the above policy.
- d) Victims need to be given help, advice and support.
- e) The playground, toilets and other buildings must be visited regularly by staff on duty at breaktimes.
- f) Parents/guardians of victims and bullies must be kept informed of the actions taken by the school, and encouraged to help the school make sure that the bullying does not reoccur.
- g) The consequences of bullying must be made clear to all pupils and their parents/guardians.

All adults should watch for early signs of distress in pupils – deterioration of work, spurious illness, isolation, the desire to remain with adults, erratic attendance, which may be the outward signs of bullying. This applies particularly to pupils who have recently moved to the school. Pupils should be encouraged to inform an adult immediately if they are witness to any form of bullying.

Parents/ guardians must be encouraged to contact the school at once if they think their child is being bullied.

### **Dealing with Adult Bullies**

In any event where a member of staff is being bullied by staff;

- Incident Reported
- Quickly investigated
- Then the 'Informal complaints Procedure' is used to resolve the issue.
- Any incident reported about the Headteacher to be dealt with by governors.

In the event of a child being bullied by staff, the following procedure will be adopted;

- Parents should speak to the Headteacher (governors if relating to the Headteacher)
- The Grievance procedure will be followed.