



POULTON ST CHAD'S

CHURCH OF ENGLAND

PRIMARY SCHOOL

LOVE LEARNING. LOVE GOD. LOVE ONE ANOTHER.

Anti-Bullying Policy

Issue Number	Date	Author	Approver	Changes
1	September 23	M.Blackburn		Newly Written

ANTI-BULLYING POLICY

Mission Statement

St Chad's Church of England Primary School aims to develop all its pupils to their full intellectual, spiritual and physical potential by creating an atmosphere based on Christian faith and values in the Anglican tradition.

What is Bullying?

There is no legal definition of bullying. Remember that Bullying can happen to **anyone**.

However, it's usually defined as behaviour that is:

- Repeated (towards an individual or group)
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Bullying can take many forms and includes:

- Physical Bullying
- Emotional Bullying
- Bullying linked to health conditions
- Bullying linked to physical appearance
- Bullying linked to home circumstances (Young carers/Children in care)
- Sexual Bullying
- Cyber Bullying (Bullying through online technology)
- Bullying related to faith, religion or race
- Bullying related to ethnicity, nationality or culture
- Special Educational Needs or Disability (SEND) related Bullying
- Bullying linked to sexual orientation (Homophobic/Biphobic Bullying)
- Bullying linked to gender (including Transphobic Bullying)
- Bullying against teenage parents (including during pregnancy or maternity)

Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying in any form will not be tolerated in this school. It is **everyone's** responsibility to prevent it happening.

At Poulton St Chad's staff are aware that pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

All staff at Poulton St Chad's are alert to the signs of bullying and know that it is their responsibility to act promptly and firmly against it in accordance with school policy. **All** staff to help create a school ethos which encourages children to disclose and discuss bullying and any other behaviours that made them feel uncomfortable. **All** staff are aware of the procedures for reporting bullying, the procedures for investigating bullying and how to support those affected by bullying.

Implementation

The following steps will be taken when noting and reporting incidents:

- Children know that ALL reports of bullying will be investigated by staff in school. It is important that pupils gain confidence in 'telling'. The confidence of the children is of vital importance.
- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- All members of staff, including welfare staff, site staff etc, will be encouraged to report any incidents of bullying behaviour witnessed by them, to the teaching staff.
- A clear account of the incident will be recorded and given to the Headteacher (or another member of SLT in absence of the HT)
- Instances of Bullying should also be immediately documented online for future reference and to analyse any previous behavioural patterns.
- The Headteacher or Deputy will interview all concerned and will record the incident.
- Parents/carers of victims or bullies will be informed immediately of serious incidents and given the opportunity to discuss the matter. Help and support will be offered to parents/carers to help them support their child.
- Class teachers will be kept informed and if it persists the class teacher will advise the other appropriate adults/staff members.
- Parents will be kept informed throughout the process.
- A report on Bullying Incidents is reported to the Governing Body termly.
- All further actions (meetings with parents, further instances of bullying etc) will also be recorded online too.

The following procedures will be followed when investigating incidents:

- When investigating incidents of bullying behaviour, the teacher will seek answers to questions of what, where, when and why in a calm manner, setting an example of dealing effectively with the conflict in a non-aggressive manner.
- If a group of pupils is involved, each pupil will be spoken to individually and will then come together as a group. Each pupil will be asked for their account of what happened to ensure clarity over what each person has said. Other pupils not involved in the incident but may have witnessed the incident may be spoken to in order to build a clearer picture.
- Incidents of one-off aggression will be dealt with as the member of staff feels appropriate. However, recurring incidents of bullying will be referred to the headteacher who will then contact the parents/carers of both or all pupils involved.
- If it is felt necessary, follow up meetings may be held in order to monitor the situation.
- A number of school staff have been trained in Restorative Justice Practices and Approaches and these will be used whenever possible and appropriate. Staff have also undertaken Behaviour Management development as part of INSET training.

Pupils who have been bullied will be supported by:

- Having the opportunity to immediately discuss the incident with the class teacher or another trusted member of staff of their choice.
- Being provided with reassurance from staff.
- Being offered continuous support from trusted adults.
- Being provided with support to begin restoring their self-esteem and confidence.
- Having the opportunity to discuss the incident with the family support worker.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing their wrong doing and the need to change their behaviours.
- Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings to cease offending, targets set agreed with offender and parents or guardians.
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

Bullying outside school premises

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on public transport or in a town centre. Where bullying outside school is reported to school staff, it should be investigated and acted on.

The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal (see The Law below) or poses a serious threat to a member of the public, the police should always be informed. In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

The Law

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- hate crimes

Cyber Bullying

Cyber-bullying takes place online, such as through social networking sites, messaging apps or gaming sites. Like other forms of bullying, it is the repetitive, intentional harming of 1 person or group by another person or group, where the relationship involves an imbalance of power.

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized by a member of staff who has been formally authorised by the headteacher, that staff member can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.

If an electronic device that is prohibited by the school rules has been seized and the member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable. Material on the device that is suspected to be evidence relevant to an offence should not be deleted prior to giving the device to the police.

If a staff member finds material that they do not suspect contains evidence in relation to an offence, they can decide whether it is appropriate to delete or retain the material as evidence of a breach of school discipline.

Monitoring, evaluation and review

The school will review this policy regularly and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Statutory duty of schools

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.

The Equality Act 2010 includes a public sector Equality Duty. The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Schools are required to comply with the new Equality Duty, Part 6 of the Act which makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

These measures are also part of our school's behaviour policy which is communicated to all pupils, school staff and parents through our web-site.