

Holy Trinity Church of England (Aided) Primary School



INVESTOR IN PEOPLE

Policy Statement

Anti-bullying

Introduction:

At Cookridge Holy Trinity C of E (A) Primary we encourage, in all members of the community, a shared sense of awe and wonder as we grow closer to God.

We foster creativity and inquiring minds, learning through collaboration and interdependence to become motivated lifelong learners.

All our children and young people have the right to go about their daily lives without the fear of being threatened, assaulted or harassed. No one should underestimate the impact that bullying can have on a person's life. It can cause high levels of distress, affecting young people's well-being, behaviour, academic and social development right through into adulthood.

At Cookridge Holy Trinity C of E (A) Primary School, we are committed to providing a caring, nurturing and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere free from oppression and abuse.

Aims:

This policy first and foremost is to protect victims of bullying behaviour and identify those who carry it out. Furthermore, its aims are to ensure that:

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying behaviour is
- All governors and teaching and non-teaching staff should know what the school policy is on bullying behaviour, and follow it when bullying behaviour is reported
- All pupils and parents should know what the school policy is on bullying behaviour, and what they should do if bullying arises
- As a school we take bullying behaviour seriously. Pupils and parents should be assured that they will be supported when bullying behaviour is reported
- Bullying behaviour will not be tolerated

This policy contains clear statements about procedures to follow in instances of bullying and some strategies to help both the person who is a victim of bullying and the person who has bullied someone else.

This policy is linked to the Behaviour Policy that operates in school.

All staff are expected to follow the procedures outlined.

Parents are asked to have due regard to the advice offered and shared with them.

The policy has been written within the spirit of the school's Mission Statement and Aims as above.

Our definition of bullying is:

- Deliberately hurtful behaviour (including aggression)
- Repeated over a period of time
- Difficult for victims to defend themselves against

Bullying can be because of race, gender, sexual orientation and disability. We define racist bullying as 'any incident which is perceived to be racist by the victim or any other person.' Bullying can also be by text messages on mobile phones.

Bullying can take many forms, but the main types are:

Verbal (name calling, sarcasm, spreading rumours, persistent teasing)

Emotional (excluding, tormenting, e.g. hiding possessions, ridicule and humiliation)

Status Bullying (concerned with ranking, leadership)

Racial Bullying (ethnic origin, language or accents, skin colour)

Bullying based on disability, ability, gender, appearance or circumstance

Face to Face (in direct contact) or Remote (e.g. through cyber-bullying, written communication) or Indirect (e.g. by talking about others, posting messages that they can see,)

It is necessary to draw a clear distinction between acts of bullying and everyday social contact that involves minor fallouts and disagreement. Children need to be prepared for this aspect of life by learning how to deal with minor matters themselves. Bossiness/assertiveness should not be confused with bullying, or being quiet with being a victim of bullying. Minor instances often arise out of misunderstandings, games and disagreements, rather than a deliberate targeting of an individual. We as a school endeavour to model and support children to deal with any of these situations sensitively, maturely and with respect and consideration for the other children and adults involved.

When distinguishing between these minor incidents and bullying a judgement needs to be made about:

The level of distress of the person affected

The severity of the act

Whether similar actions have occurred before

Whether there is a deliberate motive to cause distress and malicious intent by the perpetrator

The context in which the dispute took place

Whether the child's perception is accurate.

Staff Responsibilities – Incidents reported in School by other Staff or Children

To take bullying seriously

To build a caring and co-operative ethos through the promotion, celebration and modelling of positive behaviour (See Positive Behaviour policy),

To acknowledge and celebrate caring behaviour

To be an example of a caring person

To be vigilant – both in the classroom, playground and school

To investigate incidents and record findings clearly

To interview those being 'bullied' or 'bullying' separately

To interview any witnesses

To hold lessons/class discussions/assemblies about bullying

To include a reference to not tolerating bullying within class charters/contract

Please see procedure for handling a complaint made by a parent/carer about bullying.

Strategies to combat bullying used at Holy Trinity School.

Our PSHCE curriculum is used to:

- Raise awareness about bullying and the anti-bullying policy
- Increase understanding for victims, and help build an anti-bullying ethos
- Teach pupils how to constructively manage their relationships with others

At Holy Trinity we use a combination of strategies to combat bullying which we adapt to fit the circumstances of particular incidents.

Our key strategies are:

- Co-operative group work which is integrated into normal classroom practice
- Circle Time which is an integral part of our PSHCE curriculum work
- Circles of Friends which are used to build relationships around a vulnerable pupil
- A 'Bully box' to report incidents in complete confidence
- Our school counsellors who act as mediators and be-frienders in the playground.
- Working with the victims to improve self esteem and self assertiveness
- Working with the bullies. We recognise that the behavioural difficulties of certain pupils can contribute to bullying though this in no way justifies it. External professionals may work with the pupil and their family to help them change their behaviour.

When pupils do not respond to the above strategies the school will take tougher action to deal with persistent bullying. Our guidelines for such action are at the end of this policy and work in conjunction with our Positive Behaviour and discipline policy.

Procedures to follow when an incident occurs.

When an incident occurs it should be reported to the Learning Mentor, who will follow the guidelines set out at the end of this policy. The Learning Mentor will keep all parties informed of the action taken. The Learning Mentor will monitor the policy and inform the Headteacher should further action need taking.

Parental involvement.

We see parental support as vital to implementing this policy. We take parental reports of bullying seriously and investigate them all. We work co-operatively with the parents of both the child being bullied and the (alleged) bully.

Training.

All staff are aware of this policy, including lunch time staff and clerical staff. All staff, including lunch time staff, have received training about this policy. As part of their induction new staff will receive a copy of this policy.

THIS POLICY LINKS CLOSELY WITH OUR POSITIVE BEHAVIOUR, RACE RELATIONS, RACIAL HARRASSMENT, SEN AND INCLUSION POLICIES.

Bullying: Don't Suffer in Silence.

Information for pupils

If you are being bullied

- Try to stay calm and look as confident as you can
- Be firm and clear –look the bully in the eye and tell them to stop
- Get away from the situation as quickly as possible
- Tell an adult what has happened straight away

After you have been bullied

- Tell a teacher or another adult in your school
- Tell your family
- If you are scared to tell an adult by yourself, ask a friend to go with you
- Keep speaking up until someone listens and does something to stop the bullying
- Use the school councillors to support you
- Don't blame yourself for what has happened

When you are talking to an adult about bullying, be clear about

- What has happened to you
- How often it has happened
- Who was involved
- Who saw what was happening
- Where it happened
- What you have done about it already

Information for parents

If your child has been bullied

- Calmly talk to your child about it
- make a note of what your child says-particularly who was said to be involved; how often the bullying has occurred; where it happened and what has happened
- reassure your child that telling you about the bullying was the right thing to do
- explain that any further incidents should be reported to a teacher immediately
- make an appointment to see your child's class teacher
- explain to the teacher the problems your child is experiencing

Talking to teachers about bullying

- try and stay calm –bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting account of an incident
- be as specific as possible about what your child says has happened- gives dates, places and names of the children involved
- make a note of the action the school intend to take
- ask if there is anything you can do to help your child or the school
- stay in touch with the school- let them know if things improve as well as if problems continue

We always try to work co-operatively with parents but if you feel your concerns are not being addressed follow the procedures below in order

- make an appointment with the Headteacher to discuss your concerns
- discuss your concerns with the Parent Governor
- write to the Chair of Governors explaining your concerns and what you would like to see happen

If your child is bullying other children

Many children may be involved in bullying other pupils at some time or other. Often parents are not aware. Children sometimes bully others because:

- they don't know it is wrong
- they are copying older brothers or sisters or other people in the family they admire
- they haven't learnt other, better ways of mixing with their school friends
- their friends encourage them to bully
- they are going through a difficult time and acting out aggressive feelings

To stop your child bullying others

- talk to your child, explaining that bullying is unacceptable and makes others unhappy
- discourage other members of your family from bullying behaviour or from using aggression or force to get what they want
- show your child how to join in with other children without bullying
- make an appointment to see your child's class teacher; explain to the teacher the problems your child is experiencing; discuss with the teacher how you and the school can stop them bullying others
- regularly check with your child how things are going at school
- give your child lots of encouragement and praise when they are co-operative or kind to other people

Guidelines to be followed in the event of a Bullying Incident.

The aim of these guidelines is to quickly re-establish harmonious, working relationships between the parties involved.

1. The child who has been allegedly bullied will be counselled by our Learning Mentor to help them develop self confidence and to teach them strategies to deal with any further incidents.
2. The child who is the alleged bully will be counselled and asked to agree to the four 'A's'.
 - To admit to what they have done.
 - To acknowledge what they did was wrong
 - To atone by going through the counselling process
 - To apologise to the child they have 'bullied.'
3. Both parties will be brought together to work through their difficulties.
4. Parents will be kept informed and involved where necessary.
5. All Staff will be informed so that they are able to be vigilant and keep a special 'eye on' both parties.
6. In the very small minority of cases where all the above strategies have not worked the 'Leeds Support Services' will be involved and their advice taken. A period of fixed exclusion or internal inclusion may be necessary to protect the alleged victim.
- 7 An Individual Behaviour Plan will be made for the child and our Learning Mentor will work closely with all parties.