



St George's Primary School is a Church of England school that promotes the spiritual, moral, cultural and physical development of each child.

**Our School Aim:** to help all children reach their full potential and develop an enthusiasm for lifelong learning within a caring and Christian environment, preparing them to be valuable members of society.

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<b>Policy Title:</b>	<b>Anti Bullying</b>
<b>LT Responsibility:</b>	Head of School
<b>Review Body:</b>	Executive Head Teacher
<b>Date:</b>	September 2018
<b>Review:</b>	September 2019

*We recognise that our pupils bring with them a wide variety of behaviours influenced by life experiences outside school. We aim to respond to each case professionally, objectively and compassionately. We are sensitive when working with children and families with specific needs and experiences and we continuously seek ways to promote successful partnerships. The basis of differentiation will vary dependant on the needs of each case but we will take into account the views of parents and families, colleagues and external agencies together with any Statement of Special Educational Need or Education, Health and Care Plan. We will also ensure compliance with the trust's Equality Policy taking into account pupils with protected characteristics and making reasonable adjustments for pupils with a disability within the meaning of the Equality Act 2010. Both the school and trust respects the Public Sector Equality Duty (PSED) that requires public bodies to have due regard to the need to eliminate discrimination, advance equality of opportunity and foster good relations between different people when carrying out their activities. By following the trust's Equality Policy, the school seeks to eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by such legislation.*

*The academy acknowledges its responsibility to eliminate racial, age, disability, gender or sexual orientation discrimination, harassment and victimisation and promote positive attitudes towards and between disabled persons, persons of different racial groups and genders, and sexual orientation. We aim to promote tolerance and challenge discrimination, harassment or victimisation within the school community including that which may result from association with others or perceived characteristics of individuals, even if these characteristics are mistaken.*

*The academy follows the Church of England's guidance (2017) on challenging homophobic, biphobic and transphobic bullying and promotes positive behaviour in relation to sexual orientation.*

*Incidences of racist, homophobic, biphobic and transphobic bullying are reported to the Aquinas Church of England Education Trust on a half termly basis.*

*This policy should be read in conjunction with the Trust's Equality Policy .  
<https://www.aquinastrust.org/>*

### **1.00 Introduction**



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- 1.01 Bullying is an action taken by one or more children with the deliberate intention of hurting or manipulating another child, either physically or emotionally. It is difficult for those being bullied to defend themselves.
- 1.02 The DCFS suggest there are 'three main types' of bullying:
- Physical – hitting, kicking, taking belongings
  - Verbal – name calling, insulting, racist remarks
  - Indirect – spreading nasty stories about someone, excluding someone from social groups
- For some older children there may be bullying of these types:
- Homophobic
  - Sexual – unwanted contact or sexually abusive comments
- 1.03 The advancement in technology has also introduced cyber bullying. Due to the nature of this type of bullying and the manner in which it needs to be dealt with, we have dealt with it as a separate section in this policy. See also E- Safety policy

### 2.00 Aims and Objectives

- 2.01 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 school. We have adopted a no blame approach to bullying.

### 3.00 The Role of the Head of School

- It is the responsibility of the Head of School to implement the school anti-bullying strategy and to ensure that all the staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- The Head of School ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Head of School will try to create a climate in the school where children believe that someone will listen to their problems and act upon them. **If we do not know that a child is being bullied we cannot take action to stop it.**
- The Head of School ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying and that staff use PSHE lessons such as SEAL and Circle Times to address bullying issues in their class.



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d) Incidents of bullying are recorded in the Head of School's Behaviour Log and parents are informed of the behaviour and any sanctions/restorative justice approaches as deemed necessary.

### 3.01 **The Role of the Teacher**

Teachers in our school take **all forms** of bullying seriously, and intervene to prevent incidents from taking place. Each teacher has a behaviour book in their classroom where they keep records of inappropriate behaviour including bullying.

### 3.02 **The Role of the Support Staff**

All support staff across the whole school are aware of our attitude to bullying and they support the Head of School and Teachers in making sure that incidents of bullying are dealt with immediately. Support staff tell the teachers of **any** incidents they see. The Midday Supervisors report all incidents to the Senior Midday Supervisor, she will then report the incident to Senior Management.

### 3.03 **The Role of the Parents**

Parents who are anxious that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact the Class Teacher first who will take appropriate action.

## 4.00 **Implementation**

### 4.01 **Schools**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached. This may simply be by watching a child or children or merely by informing staff initially.
- A clear account of the incident will be recorded and given to the Head of School. The Head of School will check her records to see if there are similar incidents involving the children and will generally monitor the situation to see if patterns are emerging.
- The Head of School **may or may not** interview all concerned but will always record the incident.
- Class teachers/Inclusion Manager will always be kept informed.
- Parents will always be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

### 4.02 **Pupils**

**Pupils who have been bullied will be supported by:**

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice (including Listening Ear sessions)
- Reassuring the pupil
- Offering continuous support



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- Restoring self – esteem and confidence

### **Pupils who have bullied will be helped by:**

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and give strategies to effect change
- Informing parents to help change the attitude of the pupil

### **The following disciplinary steps can be taken:**

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of school premises
- Minor fixed – term exclusions
- Major fixed – term exclusions
- Permanent exclusions

The above will be in consultation with parents and records will be kept.

### **5.00 Cyber Bullying**

5.01 Cyber bullying is bullying through the use of communication technology like mobile phone text messages, e-mails or websites. Abusive language or images, used to bully, harass or threaten another, whether spoken or written (through electronic means) may be libellous and may contravene the *Harassment Act 1997* or the *Telecommunications Act 1984*.

5.02 In line with our no blame approach to bullying, children should be confident to report inappropriate incidents involving the internet or mobile technology:

5.03 Cyber bullying can take many forms for example:-

- Sending threatening or abusive text messages or e-mails, personally or anonymously
- Making insulting comments about someone on a website, social networking site (e.g. My Space) or online diary (blog)
- Making or sharing derogatory or embarrassing videos of someone via mobile phone or e-mail (such as 'Happy Slapping' videos)

5.04 **If a bullying incident directed at a child occurs using email or mobile phone technology either inside or outside of school time.**



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- Advise the child not to respond to the message
- Refer to relevant policies including e-safety/acceptable use, and anti-bullying and apply appropriate sanctions
- Secure and preserve any evidence
- Inform the sender's e-mail service provider
- Notify parents of the children involved
- Consider delivering a parent workshop for the school community
- Consider informing the police depending on the severity or repetitious nature of offence
- Inform the LA designated officer

5.05 If malicious or threatening comments are posted on an Internet site about a teacher or member of staff:

- Inform Head of School who will follow the procedures below. At all times the member of staff will be kept informed of procedure and in exceptionally circumstances and only with the full agreement of the Head of School officer and the member of staff, will a procedure not be instigated because it is deemed that the action could have a more detrimental effect on the situation.
- Inform and request the comments be removed if the site is administered externally.
- Contact the parents concerned.
- Secure and preserve any evidence. Record the facts surrounding the incident.
- Endeavour to trace the origin and inform police as appropriate
- Inform LA designated officer

5.06 Cyber bullying is also referred to in our E Safety and Child Protection Policies

### 6.00 **Monitoring and Review**

6.01 The Advisory Council, Executive Headteacher, Head of school, staff and pupils view bullying as a very serious impairment of our school's normal work and life, even though incidents are very small in number, this policy is kept under regular review.



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### **DATA PROTECTION**

*St George's CE Primary School [The Academy] processes personal data, some of which will be sensitive personal data, in accordance with the data protection principles embodied in the General Data Protection Regulations (GDPR) and the Data Protection Act 2018. The Academy complies with the requirements of the data protection legislation as detailed in the Trust Data Protection Policy.*

*All staff are aware of the principles of data protection and will not process personal data unless necessary. The Academy safeguards the personal data it collects through the operation of the Trust's data protection policy and processes and the IT policy. In addition, the Academy has taken steps to ensure that all its contracts that process data have the GDPR compliant provisions.*



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## Appendix A

### Signs and Symptoms that a child who is being bullied may display

Being frightened of walking to and from school

Change their usual routine

Ask to be driven to school

Being unwilling to go to school (school phobic)

Becoming anxious and withdrawn

Crying themselves to sleep at night/nightmares

Feeling ill in the mornings

Truancing

Work at school deteriorating

Coming home with clothes/books torn

Having possessions 'go missing'

Asking for money or stealing money

Continually losing pocket money

Unexplained cuts and bruises

Coming home hungry (lunch has been stolen)

Becoming withdrawn, lacking in confidence

Becoming aggressive and unreasonable



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Bullying other children or siblings

Giving improbable excuses to any of the above

Some of these signs and symptoms may relate to other issues and may not necessarily indicate bullying.