

ANTI-BULLYING POLICY

St Bartholomew's School Ethos

Our Vision:

"A school at the heart of the community, which provides an exciting, challenging and supportive learning environment, where every child fulfils their potential."

Our Mission:

"To provide a high quality, inclusive learning environment which promotes and celebrates high standards of progress and attainment in academic, sporting and creative learning."

Our Community:

"To maintain positive and effective partnerships between parents, carers and the community, and preserve and develop our religious character through working with the local churches."

CARES Code

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

We encourage all pupils and staff to develop a sensitive approach and awareness of pupils with special needs. We hope the character of our school is strengthened by our Code of Conduct: CARE: Co-operation, Awareness, Respect, Enjoyment, Success.

St Bartholomew's CARES

- C** - **Co-operate** kindly with others
- A** - **Aware** that everyone is important and individual
- R** - **Respect** others and take **Responsibility** for our actions
- E** - **Enjoy** school and be **Enthusiastic**
- S** - achieve **Success** through challenging ourselves to;

GIVE OUR BEST

Bullying is completely unacceptable behaviour in St Bartholomew's and will not be tolerated by the governors, staff, parents and pupils. We regard bullying as particularly serious and will always take firm action against it. There are regular themed assemblies promoting a caring school environment, as well as school displays and opportunities within the curriculum to discuss it. We encourage children to work against it and report incidents of bullying.

Bullying is any repeated behaviour, which causes hurt, fear or distress to another person. It can be physical, social or psychological, intentional or unintentional.

Forms of Bullying:

Physical	hitting, kicking, pushing, damaging or stealing belongings
Verbal	name calling, insulting or racist remarks, threatening comments, ridicule
Social	excluding someone from social groups or games

Indirect	spreading stories or gossip about someone or their family background
Cyber	any form of cyber bullying ie inappropriate use of Messaging, social media, email.
SEN/disability Homophobic	excluding or insulting someone because of any disabilities or SEN difficulties any form of bullying on the grounds of sexual orientation (homophobic or biphobic)
Sexist Related to home Circumstances	any form of bullying towards someone because of their gender bullying because of home situations seen to be different (e.g. social deprivation)
Appearance and health	prejudice because of the way people look or based on someone's race/religion or culture

Reporting Bullying

All teaching and non-teaching staff, including lunchtime supervisors, should be alert to the signs of bullying and act promptly and firmly. Pupils may see failure to respond to incidents or allegations as tolerating bullying. As bullying tends to occur during break time, all staff have training and updates of any potential bullying that may be taking place. The Head teacher has a legal duty to take measures to prevent all forms of bullying among pupils.

Lead members of staff with responsibility for bullying incidents in school: Headteacher, Senior Leadership Team and Phase Leaders.

Aims and Purpose of the Policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Preventative Strategies

Pupils:

If you are being bullied:

- Don't blame yourself for what is happening
- Look at them and tell them to stop
- Move away in a calm manner
- Speak out
- Tell a member of staff (teacher or supervisor)
- Tell your family or friend or buddy

**REMEMBER:
Bullying is STOP
Several Times On Purpose**

STOP (Start Telling Other People)

Don't bully other people:

- Think about your behaviour
- Don't get involved in any form of bullying
- Let others join in
- Respect other people

Bystander behaviour is not tolerated

If you see someone being bullied:

- Don't smile or laugh
- Tell a member of staff
- If you can, tell the bully to stop
- Don't respond to peer pressure

Parents:

- Support and understanding at home are important in helping people to cope with bullying – do all you can to help children to value themselves
- Report any incidents to your child's class teacher or the head teacher
- Don't encourage further aggression with "hit him / her back" attitude

School:

Curriculum

The school will promote awareness through curriculum activities:

- PSHE – discuss bullying in terms of relationships with others.
Promoting either through whole school events eg Anti Bullying Week and use of the SEAL Theme 'Say No To Bullying'
- RE – bullying can be dealt with through moral values and personal relationships
- English – explore through stories and drama the effects of bullying
- Humanities – use examples of persecuted groups and discuss racial discrimination. History examples of persecution e.g. in World War II
- PE – involve all children in activities and don't discriminate against the less able
- Circle Time/Talk Partners – involvement of all by all

Teaching Style

Teachers will actively support co-operative behaviour in the following ways:

- Lead by example and treat the pupils with respect
- Involve pupils in setting explicit rules for appropriate behaviour both in and out of the classroom
- Set tasks which involve collaborative problem-solving
- Accept all points of view and contributions to a lesson
- Adopt a collaborative approach to the resolution of any form of conflict between pupils in the classroom
- Avoid colluding with teaching or apparently light hearted comments about pupils which may be offensive to them
- Circle time / PSHE sessions including social stories for younger children
- Dealing with an alleged bullying incident in class

Governors

- Appointed governor from Health, Safety & Site Committee to be responsible for monitoring the school policy for the promotion of good behaviour and prevention of bullying – Charlotte Calland
- Ensure the school policy is regularly reviewed and that representatives from all sections of the school community are involved in the process.
- Ensure that the school acknowledges the possibility that bullying may take place and there are ways in which pupils can safely report incidents which do occur
- Ensure that information on the monitoring of bullying within the school is reported annually to Health, Safety, Site & Safeguarding Committee who report to full governors meeting

Formal Procedure for Incidents of Bullying

For all staff part-time and full-time

1. All complaints to go to the Class Teacher, Assistant Head and Head Teacher
2. Record incidents and ensuring discussions with all children involved.
3. Talk to the children involved (both target and bully)
4. Involve parents and explain action taken, why and what they can do to reinforce and support. Send report to parents.

If further action is required –

5. Report to Governors
6. Official complaints procedure – LA Corporate Complaints Procedure

Informal Procedure

1. Stress that watching and doing nothing is supporting the bully / bullies
2. Be aware of and tackle any racist or sexist language (see Anti-Racist and Equality Policy)
3. Give support to both target and bully. Target needs self-esteem and self value.
4. Bully needs to work with others. Do not bully the bully – find out why they are bullying. Help with Circle Time, nurture groups, buddying.
5. Reward non-aggressive behaviour in school always following the school's Positive Behaviour approach
6. Follow up to support target and prevent re-occurrence
7. Make clear to parent unacceptability of bullying
8. Use peer group pressure and disapproval (see Behaviour and Special Needs Policies).
9. Help children to see other point of view and make them aware of newcomers, lonely or shy children.
10. Regular INSET training and staff meetings to discuss bullying.
11. Vulnerable children are brought to staff's attention at the weekly staff meeting (15 minute phase meetings).

Reporting and Monitoring of Bullying

- Pupils should tell a trusted adult in school.
- The adult will inform the class teacher who will discuss the incidents and take action with the head teacher or in her absence the Senior Leadership Team.
- Children can also post a note in the Bullying Box by the medical room. This box is emptied regularly and action taken

- All actions of bullying are recorded on the online and secure recording system – CPOMS and appropriate staff are tagged to receive an alert via email once a message is posted. Follow up actions are also recorded on CPOMS.
- The Headteacher reports all incidents to the governing body at each full Governors meeting. Instances of bullying are also discussed at the sub-committee meetings of the Health, Site, Safety and Safeguarding meetings of the governors.
- Governor responsible for the Anti-Bullying Policy to review the incidents annually
- Unresolved or serious incidents to be reported to the Chair of Governors and the Governor appointed to monitor bullying.
- The Governing Body will monitor the implementation of the policy.
- The Governing Body will review the anti-bullying policy regularly and revise if necessary in the ongoing process of school development planning.
- The Governing Body will monitor the INSET training given to staff and recommend further training if required.

Where bullying outside school is reported to school staff it will be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms on CPOMS.

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying. (STOP and talk to a trusted adult / use bully box).

- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Circle time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions. Listening Lunches with Wendy Walker also gives children a chance to talk to a trusted adult if they feel that they are being bullied.
- Stereotypes are challenged by staff and pupils across the school.
- Peer-mentoring, pupil-led programmes (SSOCS – friendly lunchtimes – sports activities) offer support to all pupils.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups (Including online bullying and e-safety e.g. through the school council and anti-bullying surveys).
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.