St Nicholas Priory C of E VA Primary School

Policy for Anti-bullying

March 2017

Aim

At St Nicholas Priory Primary School we aim to provide a safe, caring and friendly environment for all our pupils to allow them to learn effectively, improve their life chances and help them maximise their potential.
We would expect pupils to feel safe in school, including an understanding of the issues relating to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

Scope of the Scheme

This policy was formulated in consultation with the whole school community with input from members of staff, governors, parents/carers and students. The School will develop a pupil friendly version with input from pupils.

Roles and Responsibilities

The Head teacher and Lead Behaviour Professional have overall responsibility for the policy and its implementation and liaising with the governing body, parents and carers, ensuring the implementation of the policy.
Responsibilities are:
- Policy development and review involving pupils, staff, governors, parents/carers and relevant local agencies
- Implementing the policy and monitoring and assessing its effectiveness in practice
- Ensuring evaluation takes place and that informs policy review
- Coordinating responses to bullying incidents as appropriate
- Managing the reporting and recording of bullying incidents
- Assessing and coordinating training and support for staff and parents/carers where appropriate
- Coordinating strategies for preventing bullying behaviour

Definition of Bullying

Bullying is usually defined as behaviour that is:
- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

(DfE 2015)

Bullying differs from teasing/falling out between friends or other types of aggressive behaviour because there is deliberate intention to hurt or humiliate. There is usually a power imbalance that makes it hard for the victim to defend themselves and it is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved. If the victim might be in danger then intervention is put in place as a matter of urgency.

Bullying can include:
- Name calling
- Truancy
- Mocking
- Making offensive comments
- Physical assault
- Taking or damaging belongings
- Cyber bullying – inappropriate text messaging and emailing; sending offensive or degrading images by phone or via the internet
- Producing offensive graffiti
- Gossiping and spreading hurtful and untruthful rumours
- Excluding people from groups

Although bullying can occur between individuals it can often take place in the presence (virtually or physically) of others who become the 'bystanders' or 'accessories'.

Specific types of bullying include:
- Bullying related to race, religion or culture
- Bullying related to special education needs or disabilities
- Bullying related to appearance or health
- Bullying related to sexual orientation
- Bullying of young carers or Children Looked After or otherwise related to home circumstances
- Sexist or sexual bullying

There is no hierarchy of bullying – all forms should be taken equally seriously and dealt with appropriately.

Bullying can take place between:
- Young people
- Young people and staff
- Between staff
- Individuals or groups
- Certain groups of pupils are known to be particularly vulnerable to bullying by others. These may include pupils with special educational needs such as learning or physical disabilities; young carers, looked after children, those form ethnic and racial minority groups and those young people who may be perceived as lesbian, gay, bi-sexual, transgender or questioning their gender role.

Reporting and Responding to Bullying

Our school has clear and well publicised systems to report bullying for the whole school community (including staff, parents/carers, children and young people) this includes those who are victims of bullying or have witnessed bullying behaviour, including bystanders.

Procedures

All reported incidents will be taken seriously and investigated thoroughly.

The steps the school will take:

- Interviewing all parties and / or asking for written statements
- Informing parents / carers of victims and perpetrators
- Responses appropriate to the situation such as: solution focused, restorative approach, individual work with victim / perpetrator, referral to outside agencies
- Sanctions that are applied in line with the school behaviour policy including possible future actions that may be taken if bullying persists
- Follow up work such as communication with the pupils involved, and if appropriate their families

Recording Bullying and Evaluating the Policy

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be notified to and held by the BIC team and the management information system used by the school.

Strategies for Preventing Bullying

As part of our ongoing commitment to the safety and welfare of our pupils, staff at St Nicholas Priory Primary School have developed the following strategies to promote positive behaviour and discourage bullying behaviour.

Whole school strategies:

- Restorative approaches coordinated by the BIC Team
- Anti-Bullying week (annually in November) which will include assemblies and / or activities
- Specific curriculum input on areas of concern such as Cyberbullying and internet safety
- Pupil voice
- As appropriate, work with the PCSO linked to the school through the safer schools partnership
- Peer support schemes
- Playground buddying
- Parent information events/information
- Staff training and development for all staff
- Counselling and / or mediation schemes
- Complaints and confidentiality policies

References Documents and Related Policy/Guidance:

Documentation accessed through Schools' People Net (Norfolk County Council)
Preventing and Tackling Bullying (DfE October 2014)

Links with other polices

- Behaviour Policy
- Safeguarding Policy
- Acceptable Use Policy – Cyberbullying and internet safety
- Equality Policy – Race, Sexist, Transphobic, Homophobia, DSEN

Monitoring, review and Evaluation

Bullying incidents will be recorded by the member of staff who deals with the incident and this will be notified to and held by the BIC Team.

The information we hold will be used to ensure individual incidents are followed up. It will also be used to identify trends and inform preventative work in school and development of the policy.

This information will be presented to the governors in an anonymous format as part of the Head teacher's report that is issued at least termly.

This policy will be reviewed in full by the Head teacher and the governing body on an annual basis.

Adopted by governors on date: ……………………………………….

Signed ………………………………

Name ………………………………..

(On behalf of the Governing Body)

Review date: March 2018