



## St Nicholas CE VA Primary School Anti Bullying Policy

June 2014

Last Review: October 2016

To be reviewed October 2018

### *Vision Statement*

‘At St Nicholas we nurture everyone *to be the best we can be*, in a caring and inclusive Christian environment.’

**UNCRC Article 29:** All children have the right to learning that allows you to become the best that you can be.’

The School Development Committee takes responsibility for this policy.

Please read in conjunction with the following policies: Behaviour; Equal Opportunities; Safeguarding.

At St Nicholas we acknowledge that bullying can occur in any community and share the following definition:

**“Bullying is behaviour by an individual or a group, usually repeated over time, which intentionally hurts another individual either physically or emotionally or both.”**

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

At St Nicholas Primary School, we work together to create a happy, caring environment where children want to come. Staff, Parents and Children are encouraged to report incidences of 'unhappiness' and bullying (including cyber bullying) to a member of staff as soon as they can, even when there is insufficient evidence to be totally sure. We are committed to responding to any reported incidents immediately and this includes supporting the perpetrator as well as the victim.

**Everyone** is responsible for preventing occurrences of bullying and helping to resolve incidents quickly and effectively.

### **Signs of bullying**

Review: November 2018

We are aware that certain children may be vulnerable and we aim to recognise early signs of distress

E.g. children who have suddenly become withdrawn, whose work deteriorates, whose absence rate increases, who may want to stay with grown ups or generally appear unhappy.

We realise that these may also be indications of other anxieties e.g. family break up

### **When bullying occurs**

We take a caring approach by listening to all those involved .We believe that there is often a reason why people bully and that young children need to be given the opportunity to express the reason why.

We listen at length to the victim showing patience and understanding. The victim will often need reassurance that it is good and **right to tell.**

The victim also needs to know that the adults will help sort the problem out and **will not allow bullying to continue.**

## **PROCEDURES**

### **Find out**

- Discuss with victim listen-believe-act
- Identify perpetrator/ perpetrators, obtain witnesses if possible
- Discuss with the pupils concerned
- Discuss with Headteacher
- A clear account of the incidents will be recorded in behaviour log kept in the Headteacher's office
- Children causing concern are discussed weekly with the Senior Leadership Team, at staff meetings and regularly at other meetings e.g. TA and Lunchtime Supervisors meetings
- Attendance is regularly monitored and concerns raised with staff and parents
- Parental complaints are recorded in the Headteacher's office
- Records of exclusions are also logged

The Headteacher will decide whether to involve the Parents at this stage. If and when parents are involved they will be asked to work together with the school in taking positive steps to resolve the problem.

### **Monitoring the situation**

The victim and perpetrator and parents will be made aware that **action** is being taken to help resolve the situation and that all parties have a responsibility to monitor the situation until everyone is happy that the situation is under control.

### **Red alert system**

The identified children will be put on 'red alert'. Everyone who works with the children (including lunchtimes) will be watching to identify what actually happens and the information will be reported back to the Headteacher. This is usually for a few days but can be for up to

Review: November 2018

a week. All information is discussed with Staff and Parents so that a satisfactory and positive solution can be found.

### **Changing Behaviour**

Strategies are used to help the perpetrator as well as the victim.

The perpetrator needs help in controlling his/her behaviour in responding to situations in a socially acceptable manner and in recognising that adults are available to teach strategies to help provide support in other ways. E.g. Charts for good behaviour, parents checking each day to reinforce positive behaviour.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, assemblies and other subject areas, in an attempt to eradicate such behaviour. Through this Curriculum we are also teaching the necessary skills and developing certain attributes within our children so they become increasingly able to deal effectively with anti-social behaviour and attitudes.

### **What happens in the case of a serious incident of bullying?**

**At St Nicholas we consider the following to be serious incidents and may result in exclusion or a referral to specialist support.**

- threatening or actual physical assault
- threatening or actual sexual assault
- using technology to bully and harass
- theft
- coercing others to commit a crime
- hate crime (for example ,a racist attack)

### **Additional Help**

The County Behaviour Support Team may be contacted to assist us in dealing with bullying.

Many of the procedures in dealing with bullying are similar to those identified in our Behaviour Policy.

This policy is reviewed annually