# Haughton St. Giles CE Primary Academy

## Anti-Bullying Policy

September 2019

### Statement of Intent

At Haughton St. Giles C.E. (C) Primary Academy we promote the Christian Values of Respect, Resilience, Pride, Forgiveness, Trust and Faith.  We believe that bullying can impede the development of these attributes in a child.

The aims and objectives of Haughton St. Giles CE Academy in formulating this statement are:

 • To reduce and eradicate wherever possible instances in which pupils are subjected to bullying in any form.
• To establish appropriate means of providing after-care should an incident of bullying occur.
• To ensure that all pupils and staff are aware of this policy and fulfil their obligations to it.

### Definition

Haughton St. Giles CE Academy is committed to working with other schools in The SLT MAT, and together we have produced the following statement:

• Bullying is defined as deliberately hurtful behaviour, repeated over a period of time.
• Bullying can hurt other children both physically and/or emotionally.
• All schools in TSLT work individually and together to produce a safe and secure environment for both children and adults.
• <u>Bullying is wrong and will not be tolerated in any of TSLT Schools</u>
• A 'fall out with friends' is common and is not always bullying.

### The values and beliefs underlying this Policy are:
• All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
• The school recognises the detrimental effect on pupils who may be subjected to bullying and will work actively to minimise the risks.
• Both those who are bullied and those who bully will be treated in a supportive manner, whatever their race, gender, age, disability in line with the Equal Opportunities Policy.

• The harmful effect on pupil performance which can be occasioned by bullying is recognised and the school is committed to combating all bullying behaviour.

**Persons covered by this Policy**

All pupils, staff and visitors whether permanently or temporarily on the school roll, will be covered by this policy. The school and Local Education Authority treat bullying among their employees as a potential disciplinary matter.

**Action to Combat Bullying**

Among the activities which the school will establish and maintain in an effort to combat bullying are:

• The range of rewards and sanctions outlined in the school behaviour and discipline policy, including the methods of acknowledging good behaviour.
• Pupils other than those immediately involved may be asked to share in the responsibility of resolving a bullying incident and share the responsibility of helping to resolve it.
• The school is active in encouraging children to develop strategies through its PSHE scheme of work and the values it promotes.
• The establishment of a record through which all major incidents are collated and periodically reviewed and reported in appropriate quarters.
• Communication of the Policy and its periodic updating in order to ensure that staff, pupils, parents and governors are continually aware of the Policy and also their individual responsibilities.
• Examination of preventative measures such as alteration to the school environment, procedures and practises, in an effort to reduce the risks of bullying behaviour occurring.
• Staff training to ensure that all responsibilities in respect of this Policy can be delivered in a competent, caring and efficient manner.

**Individual responsibilities**

It is important that everyone recognises the difficulties which may be encountered in ensuring that the purpose and intent of the Anti-Bullying Policy can be effectively introduced and enforced.

All staff, pupils, parents and visitors are expected to:

• Report all incidents of bullying.
• Act in a respectful and supportive manner to their fellow pupils/staff, reporting any suspected incidents which the victim may be afraid to report.
• Adhere to and promote the aims and objectives of this statement

• Refrain at all times from any behaviour which would constitute bullying of others.

**The school will:**

• Follow up on any reported cases of bullying, gather evidence from all sides but ensure that all victims of bullying are listened to.
• Record all incidents of bullying and ensure there is a review period to check that the bullying does not re-occur.
• Inform the parents of all children involved.
• Decide on appropriate sanctions for the bully in liaison with parents.

**Parents can play a vital role by:**

• Stressing to pupils the importance of sociable behaviour.
• Reporting any concerns they have regarding bullying so that the school can deal with it in accordance with this policy.
• Actively endorsing and supporting the Anti-bullying Policy.
• Noting that it is never appropriate to use physical violence against, or in any other way to seek to bully, a bully.

## E-Safety

Many of our pupils will use mobile phones and computers at some time. They are a source of education, communication, entertainment and fun. However, we know that some men, women and young people will use these technologies to harm children. The harm might range from; sending hurtful or abusive texts and emails; enticing children to engage in sexually harmful conversations; webcam photography or face-to-face meetings. The school's e-safety policy explains how we try to keep pupils safe in school. Cyber-bullying by pupils, via texts and emails, will be treated as seriously as any other type of bullying and will be managed through our anti-bullying procedures.

## Evaluation Procedures

In order to assess the effectiveness of this Policy, the following standards will be used as a means of measuring performance:

• Variations in the number of reported incidents over a given period
• Individual incident returns, including nil returns within given periods of different age groups
• Variations in number of pupil absences as an indicator of bullying

**Policy Ownership and Responsibilities**

This policy will be considered to be working document and will be periodically updated and reviewed.

Ultimate responsibility for its introduction and implementation will rest with the Head Teacher, who will consult with the Local Governing Body. However, it is important to remember that all staff, pupils and parents have an active part to play in the evolution, development and maintenance of this Policy.

Our ultimate aim is to provide a learning environment free of any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.

# USEFUL CONTACTS

A list of useful contact numbers, websites etc. for bullying issues:

## Phone numbers

- Childline – **0800 1111** – A free, confidential helpline for children and young people offering advice and support, by phone and online, 24 hours a day.

- Connexions Direct – **080 800 13 2 19** – for young people aged 13-19. Calls from a landline are free and won't show on a phone bill. Calls from a mobile are charged but if you ring them they'll call you back.

- EACH – **0800 1000 143** – a free phone helpline for children experiencing homophobic bullying. Open Monday to Friday 10 a.m.- 5 p.m.

- Parentline Plus – **0808 8002222** – a free 24 hour phone helpline for anyone caring for children or textphone **0800 783 6783** for the deaf or hard of hearing.

## Websites

- Anti-Bullying alliance – [www.Anti-Bullyingalliance.org.uk](www.Anti-Bullyingalliance.org.uk) - information, resources and advice relating to bullying.

- Beatbullying – www.beatbullying.org - resources and lesson plans looking at the issue of bullying for primary and secondary aged pupils.

- Cybermentors – www.cybermentors.org.uk - a safe social networking site providing information and support for young people affected by bullying.

- Kidscape – www.kindscape.org.uk - Bullying advice, helpline, information, Anti-Bullying resources and training.

- Need2Know – www.need2know.co.uk - youth friendly site featuring tips on how to stop bullying, what to do if you bully others etc.

- NSPCC – www.nspcc.org.uk - advice on what to do if you are being bullied or see someone who is.