



# SILVERDALE ST JOHN'S CE PRIMARY SCHOOL

## Anti-bullying Policy

### **Within the Anglican ethos of the Church of England Foundation our school aims to:**

- Provide an enjoyable and stimulating learning environment that challenges children to develop knowledge and skills and strive to be the best they can be.
- Ensure that every child feels safe, happy and part of the Christian family by developing a strong, supportive partnership with parents and the community.
- Encourage children to see themselves as a child of God and nurture their moral and spiritual development.

This policy should be read in conjunction with other school policies including:

Positive Behaviour Policy

Child Protection Policy

### **AIMS**

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.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

physical (hitting, kicking, theft)

verbal (name calling, racist remarks)

indirect (spreading rumours, excluding someone from social groups)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### **Statutory duty of schools**

The Headteacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

As a school we are signed up to the Anti-Bullying Charter. The principles of this charter mean:

**Pupils who experience bullying:**

- Are heard
- Know how to report bullying and get help
- Are confident in the school's ability to deal with the bullying
- Know that steps are taken to help them feel safe again
- Are helped to rebuild confidence and resilience
- Know how they can get support from others

**Implementation**

The following steps will 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
- A clear account of the incident will be recorded and given to the head teacher
- The head teacher will interview all concerned and will record the incident
- Class Teachers will be kept informed and if it persists the teacher will advise the headteacher.
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned
- In extreme cases of bullying that are unable to be resolved and when all areas of intervention have been exhausted the school can use exclusion.

**Pupils**

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- 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 need to change
- Informing parents or guardians to help change the attitude of the pupil
- Use of sanctions and learning programmes hold them to account for their behaviour and help them to face up to the harm they have caused
- Learn to behave in ways which do not cause harm in future because they have developed their emotional skills and knowledge.

- Learn how they can take steps to repair the harm they have caused.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, worship and subject areas, as appropriate, in an attempt to eradicate such behaviour.

**Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

Date: April 2015

Review Date: April 2017