



# Anti-Bullying Policy

Date: July 2019

Review date: July 2020

Linked with other policies: Safeguarding and Child Protection

Behaviour

E-Safety

ICT

Signed:

A handwritten signature in blue ink that reads "S. Day" followed by a horizontal line.

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This document is a statement of the aims, principles and strategies used to ensure effective discipline procedures at All Saints School.

The policy was reviewed in July 2019.

## **INTRODUCTION**

The staff at All Saints School is committed to creating a safe and secure environment where children can develop academically, socially and emotionally, free from fear, humiliation, oppression and abuse. At All Saints, we foster an atmosphere based on mutual respect and trust, consideration and friendship, in which children can feel safe. Bullying is not tolerated under any circumstances.

- We recognise that bullying can occur in any school or organisation and that All Saints is no less vulnerable.
- Preventative measures are important, together with procedures that effectively respond to any concerns by children, staff or parents about bullying.

## **AIMS**

- To promote a secure environment free from threat, harassment and any type of bullying behaviour.
- To promote behaviour in the school that will enable all children to achieve their full learning potential.
- To establish a consistent pattern of discipline which is fair and promotes respect and self discipline.
- To provide an environment where children are able to express concerns about bullying if they witness situations or experience bullying themselves.
- To make all staff aware of the school's policy on bullying and their responsibility for implementing it.
- To deal with reports of bullying in a serious, sensitive manner.
- To encourage parents/carers to work with their child and the school in partnership to promote a bully-free environment.

## **WHAT IS BULLYING?**

Bullying is repeated, unacceptable behaviour, which makes other people feel uncomfortable, threatened, intimidated or frightened.

- Bullying can be physical such as kicking, hitting, scratching, biting or pinching.
- Bullying can be unkindness, such as deliberately leaving people out of games, spreading rumours, taking other people's belongings, damaging property. It can also involve more subtle behaviour that is often difficult to detect, such as nasty looks or gestures.
- Bullying can be verbal, such as derogatory name-calling, making comments about someone's appearance, nationality, intelligence or religion.

- Bullying can occur through different ways such as email, social networking sites, phone calls and texts.
- Bullies often say they are just teasing, but this can be an excuse for bullying
- Children can be both bully and bullied at the same time.

## **SIGNS AND SYMPTOMS OF BULLYING**

Victims of bullying can suffer physical and psychological abuse leading to isolation, insecurity, anxiety and low self-esteem that can often produce unhappiness and underachievement.

The child may exhibit the following signs of bullying:

- School refusal
- Asks to change the normal routine
- Becomes anxious, withdrawn, and lacking his/her normal level of confidence
- Cries him/herself to sleep at night/nightmares
- Feels ill in the mornings
- Is working less well at school
- Tries to avoid break times in the playground
- Comes home with property damaged
- Has possessions going missing
- Asks for money or steals money
- Has unexplained cuts or bruises
- Becomes aggressive, uncommunicative and unreasonable
- Develops headaches and/or stomach aches
- Stops eating or becomes excessively clean
- Starts to bully other children or siblings
- Gives improbable excuses to explain any of the above

Children suffering bullying may exhibit some of the above symptoms. However, it should be noted that the same signs can also be an indication of other problems affecting the child. It should not be automatically assumed that bullying is the main cause if a child is exhibiting one or more of these symptoms. A full investigation of all circumstances affecting the child should be carried out by the school and parents/carers in partnership.

## **CREATING AN ANTI-BULLYING CULTURE IN OUR SCHOOL**

All Saints School will make it clear to students, staff and parents that if bullying happens, we will work together as a community, in accordance with the policy to help both the people who are harmed and the perpetrators.

### **BULLYING CAN BE PREVENTED OR MINIMISED BY:-**

- Promoting an ethos in which positive attitudes and achievements are recognised, valued, respected and rewarded.
- Promoting self-discipline so that everyone can make the best of the opportunities that the school can offer.

- Recognising that bullying can and does take place in all schools and similar institutions.
- By making it clear that the responsibility for the prevention of bullying, belongs to everyone.
- Taking allegations of bullying very seriously.
- Early intervention and prompt action.
- Having and following agreed school and class rules.
- Having and following a clear *Behaviour Policy*.
- Parents/carers and school working together by following the Home-School Agreement.
- By delivering the message via assemblies, the curriculum, form tutor groups, and posters, that bullying will not be tolerated.
- To provide a secure environment in which students can report incidents confidentially.
- Showing examples of good relationships adult/adult, adult/child, child/adult.
- Noticing and praising courtesy and good behaviour.
- Giving Information to students about managing bullying and what to do if they feel that they or anyone else is being bullied.
- By ensuring adequate supervision of areas frequented by students at break, lunch time and at the beginning and end of the school day.
- Providing support for both victims and bullies.
- The policy on bullying will be communicated to students, parents and staff.
- All new students, parents and staff will be made aware of the *Anti-Bullying Policy*.
- All children and their parents are informed about cyberbullying. Students in the Junior and Senior school will have *E-Safety training* delivered by the local Community police, informing them how to keep safe on the Internet. These sessions will be followed up in the school curriculum. The school also has an *ICT policy* which includes safeguarding measures to ensure that children know how to keep themselves safe when using the internet.

## **RESPONSIBILITIES**

All members of the school community are responsible for creating and maintaining an anti-bullying ethos. All staff must be vigilant at all times and follow agreed procedures.

All staff and parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage children to be positive members of the school community.

### **The role of Directors**

The governing board supports the SLT in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing board does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing board monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Directors require the headteacher to keep accurate records of all incidents of bullying and to report to the Directors on request about the effectiveness of school anti-bullying strategies.

The governing board responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing board notifies the headteacher and asks

him/her to conduct an investigation into the case and to report back to a representative of the governing board.

## **PROCEDURES FOR DEALING WITH BULLYING**

When an incident of bullying is reported, the following procedure is put into place:-

- A 'no blame' policy will first apply.
- A member of staff must follow up a reported incident of bullying.
- The bullying behaviour or threats must be dealt with quickly.
- The student's concerns must be acknowledged and taken seriously.
- The member of staff must see everyone concerned in the incident, first separately and then together to establish the facts and record it on an incident form
- The person who is bullying, will be informed that their actions are unacceptable and that sanctions will be applied. This must be recorded on the incident form. These may include:-
  - loss of break times
  - removal of other privileges
  - enhanced supervision of them by all staff
  - a genuinely contrite apology made, if this is possible
  - reconciliation of students where and whenever possible
  - parental involvement and in extreme circumstances the involvement of external agencies such as Behaviour Support or the local police - exclusion can be considered by the Headteacher
- The Headteacher, (who is also the *Senior Designated Person for Safeguarding*), must be informed and will take further action if appropriate.
- When parents/carers report bullying incidents, these will be investigated in the same way.
- The victims of bullying will be given support.
- Parents/carers of the victim will be informed and a meeting held with the Headteacher.
- Parents/carers of the bully will be informed and a meeting held with the Headteacher.
- The bully/bullies will be given help to change their behaviour patterns.
- Parents/carers will be expected to give their full support in attempting to change this behaviour.
- After the incident/s has been investigated and dealt with the situation will be monitored. In some cases, this may take the form of a written record such as a Behaviour record or Report Sheet.

It is equally clear that bullying of staff by parents/carers, or indeed, students will not be tolerated whether it takes the form of verbal or physical bullying, harassment, intimidation or threatening behaviour of any kind. Incident forms will be completed and kept by the Headteacher.

It is also clear that bullying of one staff member by another will not be tolerated whether it takes the form of verbal or physical bullying, harassment, intimidation or threatening behaviour of any kind. Incident forms will be kept by the Headteacher.

## **The role of parents**

If a parent is concerned that their child is being bullied, then they should talk to their child, listen, reassure, stay calm and agree on what to do. They should keep a record and boost the child's confidence. The parent should talk to the child's teacher (first) and/or the Pastoral TA, then a member of SLT.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school. This requirement forms part of the home school agreement.

## **Monitoring and review**

**9.1** This policy is monitored annually by the SLT, who report to the Headteacher and Directors about the effectiveness of the policy on request.

**9.2** Any serious cases of bullying are immediately reported, by the Headteacher, to the Chair of Directors.

**9.3** This anti-bullying policy is the Directors' responsibility and they review its effectiveness annually.