St.Wilfrid's CE Primary School

Anti-bullying Policy

UNICEF Rights:

Article 15 You have the right to choose your own friends and join or set up groups, as long as it isn't harmful to others.

Article 19 You have the right to be protected from being hurt and mistreated, in body or mind.

Article 30 You have the right to practice your own culture, language and religion - or any you choose.

STATEMENT OF INTENT

Bullying hurts. No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Anyone who bullies needs to be supported to learn different ways of behaving and any child who is the victim of bullying needs support and protection. If a child indicates by their behaviour or says that he/she is being bullied, an adult will always investigate. Staff will always be vigilant in looking for signs that something is not right, for example children becoming withdrawn or not seeming themselves. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and we take all incidents seriously. If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a member of staff.

WHAT IS BULLYING?

Bullying is the repeated use of aggression with the intention of hurting another person. A perpetrator is someone who uses strength or power to coerce others by fear.

TYPES OF BULLYING

• Emotional - being unfriendly, excluding, tormenting, e.g. hiding books or belongings, threatening gestures.
• Physical - pushing, kicking, hitting, punching or any use of violence, taking belongings.
• Racist - racial taunts, graffiti, gestures.
• Verbal - name-calling, sarcasm, spreading rumours, teasing
• Sexual - unwanted physical contact or abusive comments
• Gender bullying
• Religious
• Gender re-assignment
• Homophobic
• Disability
• Ostracism
• Socio-economic
• Cyber-bullying (see section later)

OBJECTIVES OF THE POLICY

• All pupils, staff, parents and governors should have an understanding of what bullying is.
• All staff and governors should know what the school policy is on bullying, and follow it if bullying is reported.
• All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
• All pupils and parents should be assured that they will be supported when bullying is reported.

PROCEDURES - What we will do if bullying is reported.

• Take the problem seriously.
• Investigate the incident and complete an incident form on CPOMs by:
a) interviewing the perpetrator and victim separately;
b) interviewing any witnesses.
• Decide on appropriate action:
a) obtain an apology from the perpetrator to the victim;
b) inform the perpetrator and victim's parents;
c) impose appropriate sanctions against the perpetrator;
d) return borrowed/stolen items if possible;
e) hold lessons/ class discussions/ assemblies about bullying;

f) provide a safe haven during school hours for the victim;

g) provide support for the victim;

h) provide support to encourage the perpetrator to change their behaviour

i) seek advice from LEA or educational consultants

j) seek legal advice

• Keep parents informed of progress.

• Inform all staff about the incident and action taken whilst maintaining appropriate confidentiality

• Keep completed CPOMs incident together with any up loaded related papers on the system.

SANCTIONS

• Isolate the bully at lunchtime for a specified period.

• Place the perpetrator on behaviour report

• Use fixed term exclusion

• Inform police or other outside agency

SUPPORT FOR THE VICTIM

• Encourage the pupil to report all incidents to an adult without delay

• Encourage the pupil to walk away

• Rebuild the pupil's self esteem/respect

• Praise the pupil when he/she behaves appropriately

• Liaise with parents regularly

• Monitor situation carefully

• Ensure all staff are aware of situation

SUPPORT FOR THE PERPETRATOR

• Find out if the pupil is upset, worried, jealous, unhappy or being bullied themselves – is there a family crisis?

• Create "time out" opportunities in class time

• Help the perpetrator to appreciate the harm he/she is causing

• Liaise with parents regularly

• Encourage the perpetrator to apologise to the victim and understand that bullying will not be tolerated

• Suggest/ work out alternative ways of reacting if he/she finds him/herself about to bully – STOP, THINK, CHOOSE – walk away, breathe deeply, count to 10

• Build self esteem/respect – praise pupils when they behave appropriately

• Teach the difference between assertiveness and aggression – PHSE, drama, discussion work

OPTIONS FOR PREVENTATIVE ACTION

• Record positive achievements

• Provide interesting lunchtime activities

• Use a no blame approach

• Introduce a circle of friends

• Introduce mediation and conflict resolution skills within the curriculum

• Use circle time to share concerns/ priorities

• Introduce peer initiatives for the whole school community

• Ensure that everyone is aware of how the complaints process works if they have a concern

• Ensure that all staff are informed of each incident and maintain confidentiality with increased awareness.

CYBERBULLYING

Cyberbullying is the use of Information and Communications Technology (ICT), particularly mobile phones and the Internet, deliberately to upset someone else. As mobile phone and internet use have become increasingly common, so has the misuse of this technology to bully. Cyberbullying is a form of bullying and will be dealt with through our existing anti-bullying policies and procedures. The best way to deal with cyberbullying is to prevent it happening in the first place.

There are 5 key areas we will need to address at home and in school to put in place an effective prevention plan.
1. Understanding and talking about cyberbullying
2. Updating existing policies and practices
3. Making reporting cyberbullying easier
4. Promoting the positive use of technology
5. Evaluating the impact of prevention activities Tackling cyberbullying will be an ongoing process as technology continues to develop.

Here are links to 2 useful documents:
http://publications.teachernet.gov.uk/eOrderingDownload/Cyberbullyingleaflet.pdf
http://www.bbc.co.uk/chatguide/teachers/ks2.shtml

MONITORING AND EVALUATION

This policy was completed with the assistance of the school council This policy will be reviewed every three years by the Governing Body. All bullying incidents will be reported to the Governors in the Head of School's termly report. Any increase in bullying incidents or patterns of bullying will be investigated immediately by the SLT and lead to an immediate review of this policy.

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