



St. Margaret's C of E Primary School

Anti Bullying Policy

Written: December 2015

Date for review: December 2018

Head Teacher's signature _____

Chair of governor's signature _____

Bullying affects everyone, not just the victims and the bullies. It also affects those children who watch, parents, staff and friends. Bullying is not an 'inevitable part of school life' or 'a necessary part of growing up' and it rarely 'sorts itself out'. No one person or group, whether pupil or staff should have to accept bullying.

At St Margaret's CE Primary School we accept that:

- Bullying exists in our society
- We strongly disapprove of bullying and will take action to prevent it in our school
- One of the defining features of bullying is its persistence
- The following three elements will always be present in any definition of bullying:
 1. An unequal power relationship between bully and victim
 2. The deliberate use of aggression (verbal or physical)
 3. The causing of physical pain or emotional distress

What is bullying?

a) Physical

A child can be physically punched, kicked, hit, spat at, etc.

b) Verbal

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

c) Exclusion

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

d) Damage to property or theft

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property.

At St Margaret's CE Primary School bullying will be dealt with openly. We must be aware that to be seen to act is as important as taking action. Silence and secrecy nurture a culture of bullying. Attitudes within the school can be a major factor in counteracting bullying.

The following are significant:

- The ethos and general environment
- Relationships within the school
- The shared behaviour policy and following the Golden Rules
- The development of self-esteem
- The curriculum
- At St Margaret's we ensure that all children are treated with respect and that our Christian aims and character of our school are embedded into how all behavioural issues are dealt with

All adults should:

- Set an example of good relationships
- Have the ability to be assertive if required within the situation
- Intervene early
- Demonstrating caring, empathetic and respectful attitudes – school aims
- Be fair

In addition we believe it is the premeditated, deliberate or recurring aspect that separates bullying from the simple playground argument.

What can you do if you are being bullied?

- Remember that silence is the bully's greatest weapon
- Tell yourself you do not deserve to be bullied, and that it is wrong
- Be proud of who you are. It is good to be an individual
- Try not to show that you are upset. It is hard but a bully thrives on someone's fear
- Stay with a group of friends/people. There is safety in numbers
- Be assertive; say 'Please stop that! I don't like it'. Walk confidently away.

Go straight to a member of staff and tell them what has been happening. If you are too scared to talk to an adult, write down what has happened and leave the note with someone you trust at school. It will be read and passed on to your class teacher to deal with.

- Fighting back may make matters worse. If you decide to fight back talk to a teacher or a parent/guardian first.
- It is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with the bullies in a way that will end bullying and not make things worse for you.

If you know someone is being bullied:

- Take action. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with the bullying without getting you into trouble.

We ask parents to:

- Look for any unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they spent their time with, how lunchtime was spent.
- If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously and appropriate action will follow.
- It is important to advise your child not to fight back. It can make matters worse.
- Tell your child that there is nothing wrong with them. It is not their fault that they are being bullied.
- Make sure your child is fully aware of the School Policy concerning bullying and that they should not be afraid to ask for help.

Dealing with bullying incidences

Our approach to dealing with bullying incidences is based upon the recommendations in the DFEE Anti-Bullying pack, and the WSCC guidance.

We will:

- Take the report or incident seriously.
- Take action as quickly as possible, reassuring the victim and offering help and advice.

- Make it plain that we disapprove of bullying and will encourage those who bully to see the victim's point of view and consider their feelings and share responsibility. Discuss the problem with bystanders and friends of the victim and bully.
- Avoid reacting aggressively or punitively towards the bully (in order to avoid giving the message that it's alright to bully if you have the power).
- Inform and involve all sets of parents calmly, clearly and concisely; reassuring them that the issue will be dealt with and will not be held against anyone.
- Inform Head and Class Teacher.
- Continue to check with the victim that the situation has been resolved.
- Deal appropriately with the bully.
- Record the incident using the Bullying incident report form in Appendix A

SECTION A: ALLEGED BULLYING INCIDENT

Target

Name(s):

Age:

Year:

Class:

Ethnicity:

Gender M / F :

SEN Stage:

Home language:

CLA: Y / N

Young carer Y / N

Member of staff to whom the incident was reported

Date of incident

Time of incident

Location of incident

Account / Concern of parents/carers

Target's Alleged perpetrator(s):

Name(s)

Age:

Year:

Class:

Nature of incident including details of any injury or damage to property, etc.

Circle any elements that apply:

Form: Physical Verbal Indirect Cyberbullying

Type: Race/religion/culture Sexual/sexist/transphobic Homophobic
SEN/disability

Home circumstances:

Gifted/talented:

Health conditions:

Other

Parents/carers of alleged target(s) informed:

Date Time

SECTION B: ACCOUNTS OF THOSE INVOLVED

Alleged perpetrator(s) account of the incident

Name(s):

Age:

Year:

Class:

Bystander/witness account of the incident

Name(s):

Age:

Year:

Class:

Parents/carers of alleged perpetrators informed:

Date:

Time:

SECTION C: ACTION TAKEN

Details of immediate action

Monitoring of action taken and details of follow up and longer term action taken