

# St. Michael's C of E Aided School



Back Lane, Aldbourne, Marlborough, Wiltshire SN8 2BP

Telephone: 01672 540434 Fax: 01672 541536

Email: [admin@stmichaelsaldbourne.co.uk](mailto:admin@stmichaelsaldbourne.co.uk)

Web: [www.stmichaelsaldbourne.co.uk](http://www.stmichaelsaldbourne.co.uk)

## Policy: *Anti Bullying and Harassment*

Issue Date	Review Date	Document Owner(s)	Nominated Governor
October 2015	October 2017	School	Judith Arkwright/SLT

## 1. Introduction

### School Details

St Michael's CE Aided Primary School has 187 pupils on role aged between 4 and 11. We have a varied ability range with children coming from the local catchment area. The children are mainly of white British origin.

## 1. Background, roles and responsibilities

### Objectives of the policy

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. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that **anyone** who knows that bullying is happening is expected to tell the staff.

### Key role and responsibilities

All staff, governors, pupils and parents have been consulted in the writing of this policy. All members of the school community have a responsibility to report bullying if they are aware that it is happening. All the staff have the responsibility to take action if bullying is reported to them. Governors have the responsibility to monitor the implementation of this policy.

## 1. What is Bullying?

Bullying is defined as deliberately hurtful behaviour. This behaviour is often over a period of time, where it is difficult for those being bullied to defend themselves. Types of bullying can be:

- physical (eg. hitting, kicking, theft)
- verbal (eg. name calling, racist remarks)
- emotional - unfriendly, excluding, tormenting (e.g. hiding things, threatening gestures, spreading rumours)
- Cyber - all areas of the internet (e.g. e-mail and internet chat room misuse); mobile phone threats



by text messaging and calls; misuse of associated technology (e.g. camera and video facilities)

- Homophobic - focussing on the issue of sexuality
- Transphobic - focussing on the nature of gender identity

### **1. What can Children do if they are being bullied?**

- Tell someone that they can trust – it can be a teacher, a teaching assistant, a member of the lunchtime team, a parent, a friend, or a relative. Generally it is best to tell an adult they trust straight away. They will get immediate support.
- Tell themselves that they do not deserve to be bullied and that it is wrong.
- Try not to show the bully that they are upset. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. Bullies usually pick on individuals.

### **1. What can adults who work in school do if they are being bullied?**

- If an adult in school is being bullied they should tell their line manager or the Head Teacher. In the event of this not being appropriate, the adult can tell a nominated Governor, Mrs Caroline Kaneen.

### **1. What can children do if they know someone else is being bullied?**

- Take action! Watching and doing nothing looks as if they are on the side of the bully.
- If they feel they cannot get involved, they should tell an adult immediately. Teachers will deal with the bully without getting them into trouble.
- Do not be, or pretend to be, friends with a bully.

### **1. Procedures**

- Whoever becomes aware of bullying should report this to a member of staff. The member of staff that this is reported to will follow up the disclosure and if further action is needed the class teacher will be informed. The class teacher will then record this information.
- In cases of repeated bullying, the head teacher will be informed.
- In serious cases parents from all parties will be informed and asked to come in to a meeting to discuss the problem.
- If necessary, appropriate outside agencies will be consulted.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- The victim will be given strategies to support them and help them to move forwards.
- An attempt will be made to help the bully (bullies) change their behaviour.

#### How is bullying recorded?

A bullying and harassment book will be kept in the school office to record any investigations of bullying that take place and the outcome of these.

#### What sanctions are given?

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place in line with our behaviour policy. For example, loss of privileges within the school, loss of playtime, letters to parents.
- In serious cases, temporary exclusion will be considered. This may result in permanent exclusion after repeated offences.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **1. Intervention techniques**

- SEAL/PSHE curriculum
- Support from outside agencies
- School/class councils
- Environmental changes will be made if necessary – seating plans, talk partners, lunchtime arrangements etc. to ensure that child feels more secure.
- Staff will communicate with other staff and record, where relevant, any incidents or concerns in the log in the staffroom. ALL staff, including lunchtime workers, MUST be informed about what has happened so that they can support the victim and remain vigilant for them.
- The situation will continue to be monitored by all staff to ensure no repetition. Children will be observed at break times, lunchtimes and in the classroom. Any follow-up findings will be recorded in the monitoring section of the school Incident Log.
- Key friends identified by the child will be asked for extra support.
- The child will nominate an adult in school whom they trust and feel they can talk to.
- The child will be made aware of the importance of immediate reporting of any further incidents.
- Parents will be invited into school so that action taken can be shared.
- The SENCo and the class teacher will work together to assess whether the child needs support in the development of social skills – assertiveness, language skills.
- In some cases the school reserves the right to exclude a pupil who has been involved in a very serious incident(s) of bullying.

## **1. Preventative Strategies**

- The school ethos is based on caring for others.
- The School Council works with staff to develop a behaviour policy that encourages good behaviour.
- Every class starts the year by developing class rules
- The school has a comprehensive programme of Personal, Social and Health Education to promote wellbeing
- Internet safety and awareness of cyber bullying are taught as part of computing.

## **1. Links to other policies**

- Behaviour policy
- PSHE policy

- Child Protection policy

### **1. Monitoring**

Incidents will be monitored by the Headteacher and those involving the Headteacher's intervention will be reported to the governors on a termly basis and recorded in the bound book kept for this purpose.

### **1. Evaluation**

The views of children, parents and governors are sought and considered.