



Hoole St. Michael Church of England Primary School

Anti-Bullying Policy

Member of staff responsible: J Price
Date policy approved: November 2018
Chair of Resources: A Gibson
Date to be reviewed: November 2020

Mission Statement

Christ's love is in everything we do at Hoole St Michael. Our creative and high-attaining Church of England Primary School is safe, loving and supportive. We encourage the building of good relationships and friendship through respect, tolerance and understanding. Within our Christian family, where parents are our partners in all aspects of school life, we aim to inspire a love for learning within each and every child.

Rationale

Everyone at Hoole St Michael Church of England Primary School has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve to their maximum potential. Bullying of any sort prevents this being able to happen and prevents equality of opportunity. It is everyone's responsibility to prevent this happening and this policy contains guidelines to support this ethos.

Where bullying exists the victims must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time, making it difficult for the person concerned to defend themselves. This can take the form of name-calling, violence, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone.

The school works hard to ensure that all pupils know the difference between bullying and simply "falling out".

Purposes

1. Bullying can affect and damage both the school and the individuals within it.
2. Pupils have a right to know that they will be protected from bullies at school and on the way to and from school.
3. Pupils and parents need to know that positive action will be taken and that the matter will be handled discreetly and sensitively.
4. Bullying, in its many forms, must be recognised and acted upon.
5. Both bullies and victims need help and advice.
6. Early intervention is needed to prevent and amend this type of behaviour.

Guidelines

1. Bullying, whether physical or verbal, should be stopped immediately and appropriate action taken.
2. Incidents of bullying should be recorded in the appropriate incident book.
3. The parents of identified bullies or victims should be notified and involved in any action plans decided upon.
4. All playgrounds, toilets or any isolated corners of the building must be regularly supervised.
5. All staff, including non-teaching staff, should be involved in the implementation of anti-bullying policies.
6. All pupils should be made aware of what they should do if they are being bullied.
7. All pupils should be encouraged to report bullying.
8. Victims of bullying need their self-esteem raised by support from teachers, fellow pupils and parents.

Signs of bullying that we look out for include:

- Unwillingness to come to school.
- Withdrawn, isolated behaviour.
- Complaining about missing possessions.
- Refusal to talk about the problem.
- Being easily distressed.
- Damaged or incomplete work.

Actions to Tackle Bullying

Our first aim is to create an environment in which bullying cannot thrive - prevention is better than cure, so at Hoole St Michael we will be vigilant for signs of bullying and always take reports of incidents seriously. We will use the curriculum whenever possible to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.

Pupils are told that they must report any incidence of bullying to an adult within school, and that when another pupil tells them that they are being bullied or if they see bullying taking place it is their responsibility to report their knowledge to a member of staff.

Children who are being bullied in school are not always prepared to tell those in authority (ie teachers). We therefore, encourage all pupils – ‘To Tell Someone’.

All reported incidents of bullying will be investigated and taken seriously by staff members. A record will be kept of incidents. The Class teacher of the victim will be responsible for this and will be required to give a copy of report and the action taken to the Head teacher. Older pupils may be asked to write a report themselves. In order to ensure effective monitoring of such occurrences, and to facilitate co-ordinated action, all proven incidences of bullying should be reported to the Head teacher. If bullying includes racist abuse then it should be reported to the Head teacher to be recorded through racial monitoring procedures.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding. If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk

and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as Circle Time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Victims who are worried about openly discussing an incident when the aggressors are present (eg taunting during a lesson) can be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher. Victims need to feel secure in the knowledge that assertive behaviour, and even walking away can be effective ways of dealing with bullying.

Parental Involvement

The parents of bullies and their victims will be informed of an incident and the action that has taken place and asked to support strategies proposed to tackle the problem. The bully will also be reminded of the possible consequences of bullying and the sanctions for repeated incidents will be clearly explained to him/her. (Persistent bullies may be excluded from school). A monitoring tool may also be used, usually incorporating a reward for achieving desired behaviours.

Parents are reminded regularly through letters and newsletters to inform their children that they must tell someone should they ever be bullied. Keeping information from the school, or from their parents, will never help a problem to be solved, and will prolong the period a victim has to suffer. Whilst there is little history of bullying at Hoole St Michael, we believe that one case is one case too many and we believe it is essential to constantly review this policy to ensure we are in a position to strengthen our approach to this issue. Where necessary we have and will call on outside resources such as the Lancashire Inclusion Service to support our action.

It is the right of every pupil in the school to receive an education free from humiliation and abuse. It is the responsibility of all staff and pupils to help create an atmosphere which is caring and protective and does not tolerate the victimisation of one person by another.

REVIEW AND EVALUATION OF THE ANTI-BULLYING POLICY

The Bullying Policy must be implemented fully by all members of staff and have the full backing of parents if it is to be effective.

Parents will be informed of the expectations that the school has for the behaviour of their children and the positive ways in which good behaviour is encouraged. They will also be informed of the possible consequences if these expectations are not met.

The policy will be reviewed annually in full, but it may be necessary to amend certain sections, if the need arises, during the school year and after staff discussion.

November 2018

Reviewed _____ (date)

Signed _____ (Chair of Resources Committee)