

St. Michael's CE Aided Primary School

Anti-Bullying Policy

At St. Michael's 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.

What is Bullying?

Bullying is unacceptable behaviour that results in someone feeling unhappy, hurt, threatened or frightened. The behaviours are repetitive, wilful or persistent and intentionally harmful, carried out by an individual or a group. Bullying may involve an imbalance of power between the child responsible for the bullying and the target.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email and internet chat rooms, misuse of mobiles, e.g. threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities

Guiding Principles

- All members of the school community have the right to feel safe and secure. They need to feel free from any threat of bullying and to know where to go and to whom to speak if bullying occurs.
- All complaints of bullying will be treated seriously and will be acted upon in accordance with practice agreed by the whole school community.

- No complaints of bullying will be treated as 'telling tales'.
- We will act promptly when bullying occurs and records will be kept of all incidents. (Oxfordshire's model incident form will be used to record incidents)
- Wherever possible and when appropriate we will develop pupils' awareness of issues related to bullying through the curriculum.
- Assemblies will be used, where appropriate, to reinforce the fact that bullying will not be tolerated.
- All members of the school community will be informed what to do and who to go to should they observe incidents of bullying or have it reported to them.
- Staff will provide good role models for pupils in their every day work with colleagues and pupils.
- If bullying occurs outside school and involves and affects members of our school community please come and talk to the Headteacher who will decide if it is appropriate to intervene (Education and Inspections Act 2006 gives Headteacher the power "to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site")
- This policy will be monitored and reviewed annually.

Procedures for dealing with incidents of bullying

1. Find a suitable place to talk
2. Listen carefully; acknowledge the problem and assure them that it will be taken seriously.
3. Listen sympathetically and make notes immediately afterwards, using the agreed form.

Questions to ask may include:

- What happened?
- Where and when did it happen?
- Who was involved?
- Has it happened before?
- How often did it happen?

4. Listen to the child or adult's preferred course of action, but do not promise to keep secrets.
5. Speak to the child who is alleged to be bullying make notes and make it clear that they too will be given support. Explain why what he/she is doing is unacceptable and makes other people unhappy.
6. Consider who needs to be informed.
 - Another teaching colleague
 - TA
 - Lunchtime supervisors
 - Head
 - Parents
 - Outside agencies
7. All incidents of bullying should be reported to the Head and Governors.
8. Make all staff aware of any concerns through weekly 'Special Children' item in staff meetings.
9. Monitor behaviour of all children affected to identify what further support may be required.
10. Information relating to an incident, including notes, correspondence with parents or outside agencies and written information provided by the victim or the bully will be filed in the safeguarding folder.

As staff we will support each other when a case of bullying is reported in school. Any member of staff can call on another to help and / or offer assistance.

Support through the Curriculum

Through the PSHE programme, including the use of the SEAL scheme, we will offer support in anger management, cooperation, awareness of others, conflict resolutions etc. We encourage the development of good inter-personal skills where mutual respect is highly valued. We encourage these attitudes and skills in all aspects of school life and integrate them into other curriculum areas.

Our promotion of Christian values through our value of the month helps children to develop empathy and sensitivity towards one another and to develop the language to express themselves and communicate their feelings effectively.

Prejudice-Related Incidents

Dealing with a Prejudice-Related incident and Prejudice-related bullying

What is a Prejudice-Related incident: The school uses the Oxfordshire County Council definition as follows: "A prejudice-related incident is one that is perceived to be so by the target or any other person"

Prejudice-related incidents include both direct abuse and derogatory language which may not be directed towards a target e.g. the use of the word "gay" as a way of describing things negatively. If incidents are repeated and targeted they become bullying.

All prejudice-related incidents should be recorded and action taken to deal with them. Parents (if applicable) and governors should be informed.

- Make the recipient of the incident feel valued and that the incident is seen as important.
- Create an environment where the other person feels comfortable and able to talk to you.
- Help the person to feel positive about their identity
- Listen carefully to the other person's comments, questions, frustrations etc.
- Acknowledge their feelings of sadness, confusion, anger, hurt etc.
- Investigate the incident with all concerned.
- Ensure that people who make prejudice-related comments are also supported in understanding that this is unacceptable.
- If applicable, make sure that the parents / carers are aware of the incident and how it is being dealt with.
- Be clear that you do not accept or collude any prejudice-related statement.

	Staff	Pupils	Personnel Committee	Parents	Full Governing Body
Policy agreed	22.04.14	November 2013	08.05.14		14.05.14
Policy reviewed	01.09.14	20.11.14	30.09.14	July 2014	08.10.14
	01.09.14	20.11.14	30.09.14	Sept 2014	28.01.15
Coordinator Sue Grundy	16.11.15	19.11.15	08.02.16		03.03.16

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ANTI-BULLYING CODE

- ❖ Every pupil, member of staff and parent at St Michael's CE Aided Primary School has the right to enjoy their learning, work and leisure in a safe, secure and happy atmosphere.
- ❖ As a school community we will not tolerate any form of physical or verbal behaviour that makes any of us feel unhappy, isolated, threatened or hurt.
- ❖ Every member of the school community has a right to expect each complaint of bullying or harassment to be taken seriously and acted upon.

REMEMBER

- ❖ Show respect for each other and each other's individuality.
- ❖ Treat others as you would like to be treated.
- ❖ Support each other in preventing bullying.

TELL someone straight away

IF THERE'S A PROBLEM - SHARE IT!

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Guidelines for Parents

Bullying is unacceptable behaviour that results in someone feeling unhappy, hurt, threatened or frightened. The behaviours are repetitive, wilful or persistent and intentionally harmful, carried out by an individual or a group. This can be physical or verbal and include hitting, teasing, intimidation, ostracising, damaging a person's property as well as racial, sexual and disability harassment. Bullying may involve an imbalance of power between the perpetrator and the victim.

If you are concerned that your child is being bullied the following may be helpful:

- ❖ Encourage your child to talk about it, but be patient.
- ❖ Stay calm and show that you are supportive.
- ❖ Reassure them and explain that it is a problem that can be resolved.
- ❖ Ask your child what he / she would like to happen and encourage them to talk to the teacher, but do not make promises about what the outcome may be.
- ❖ Contact the school and talk to a member of staff.