

# Anti- bullying Policy

**St Barnabas First and Middle School**



# 1. Bullying and Anti-bullying

We, at St Barnabas, are determined to ensure we help reduce bullying within our school community. Through consultation with interested parties, we have produced a policy that will ensure the message will come through strongly that bullying is not acceptable and give clear guidance on procedures to follow when incidents occur. 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, LISTENING and to be LISTENED to school. This means that anyone who knows that bullying is happening is expected to tell the staff

This policy is part of the school behaviour policy and e-safety policy.

## What is meant by Bullying?

The definition of bullying is a problematic one; views have changed over time about what kind of behaviour constitutes bullying, and about the consequences of it for those who are the victims.

Bullying is an abuse of power – that is, a more powerful person or group will be intentionally causing harm, physically, emotionally or psychologically, to a less powerful person or group. It is generally agreed that a single incident of verbal or physical aggression is not necessarily considered to be bullying – there needs to be evidence of persistent victimisation over a period of time.

Bullying can be in school and outside of school:

- 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 Bullying is on the increase: All areas of internet ,such as email & internet chat room misuse
  - Mobile threats by text messaging & calls
  - Misuse of associated technology , i.e. camera & video facilities

**BUT** it is not bullying when two children / young people of approximately the same age and strength have the occasional fight or quarrel.

Remember **all** members of the community, both adults and children / young people, can be subject to being bullied and being bullies. It is not acceptable in any form.

## **Strategies and Resources at St Barnabas for creating a “Bully-free Zone”**

### **• Preventative Measures**

#### **In School**

There is no single solution to bullying which will suit all schools. At St Barnabas we operate a full system of prevention. We use:

- specific lessons,
- assemblies,
- develop an anti-bullying school where all pupils are encouraged to tell,
- raising the profile at least once a year during anti-bullying week,
- giving children and parents a voice through school council, class council
- PSHCE lessons and circle time,
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- having discussions about bullying and why it matters
- evaluate and update school practice,
- be open and create an inclusive environment which openly discusses difference,
- staff training,
- Web page signposting the policy and help on the school website.

### **• When Bullying has happened in school**

Our aims are to have effective system of intervention which encompasses effective systems for reporting and spotting incidents, a system that involves and empowers pupils, implement disciplinary sanctions and work with outside agencies.

The aim is not to rescue the victim or punish the bully, but to help them both to gain insight into their behaviour and to consider ways of avoiding or resolving the difficulties they are experiencing and / or presenting.

The behaviour patterns of victims and bullies have often been established as a consequence of the values and experiences they bring to settings, so settings need to offer support which is informed by the individual’s needs.

Each case will be handled individually dependent upon the specific details and personalities involved.

#### **Procedures**

- 1. Report bullying incidents to staff**
- 2. In cases of serious bullying, the incidents will be recorded by staff**
- 3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem**
- 4. If necessary and appropriate, police will be consulted**
- 5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly**
- 6. An attempt will be made to help the bully (bullies) change their behaviour and empower the victims.**

**Outcomes**

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.**
- 2) In serious cases, suspension or exclusion will be considered**
- 3) If possible, the pupils will be reconciled (range of meetings or Restorative justice approaches may be used)**
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.**

**Outside School premises:**

*‘Teachers have the power to discipline pupils for misbehaving outside the school premises “to such an extent as is reasonable”. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.*

*Where bullying outside school is reported to school staff, it should be investigated and acted on following the same procedures inside school. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.’*

Taken from Preventing and tackling bullying Advice for headteachers, staff and governing bodies July 2013

**NB Please remember to involve Paul Kilgallon, Barbara Britton or Janine Burton who will monitor all incidents and will collate the information.**

The headteacher reports to governors annually on issues relating to this policy.

This policy will be reviewed at any time at the request of the governors, or at least once every year. The anti-bullying policy is the governors’ responsibility and they review its effectiveness annually. They do this by examining the school’s anti-bullying logbook, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

**Head teacher signature: .....**

**Governor signature:.....**

**Date accepted:**

**Review date:**