

St. Nicholas Church of England Primary School

Anti-Bullying Policy

At St. Nicholas Church of England Primary School we are committed to a policy of inclusion and equality. We believe that bullying behaviour is totally unacceptable, and actively seek to ensure that all children feel happy and safe in school.

We believe it is important that :

- all children feel safe whilst learning to play with and relate to others
- all children are treated fairly, with respect and no loss of dignity
- we listen carefully to what all children have to say
- we treat reports from all children seriously and take prompt, appropriate action

The nature of bullying

It is generally accepted that bullying behaviour takes the form of being deliberately hurtful to others, or behaving in a way that causes others to feel threatened or intimidated. Bullying behaviour is often repeated over a period of time. Victims of bullying find it difficult to defend themselves or to share with others what is happening to them. Bullying behaviour tends to be secretive or "covered up" and can therefore be difficult to detect.

It is clear that bullying behaviour is harmful to both "victim" and "bully" and prompt action is needed to offer real support to all children involved.

Bullying can take many forms, for example:

- **physical** - hitting, kicking, spitting taking or damaging belongings , threats of violence
- **verbal** - name calling, insulting, making offensive remarks, persistent taunting or teasing, "joking" at others expense;
- **indirect** - spreading unpleasant stories about an individual, excluding individuals from social groups, actively ignoring;

Pupil's attitudes to bullying

The most important indication of bullying behaviour is whether a "victim" themselves believes that they have been subject to bullying. At St. Nicholas School we hope that all children will be able to tell us if they feel they have a problem with bullying behaviour. What they say will always be listened to, taken seriously and followed up.

Strategies in school to prevent bullying behaviour include

- careful implementation of the Behaviour, Racial Equality and Equal Opportunities and Citizenship Policies
- the mutual agreement of codes of behaviour, guidelines concerning positive relationships with others and how different areas of the school are to be used
- the encouragement and development of good relationships between children and between staff and children
- the use of circle time to explore those relationships, areas of conflict, feelings, ideas and opinions
- actively encouraging children to seek support with any problems and giving them time and privacy to share concerns
- working with children to help them grow in understanding of the consequences of their actions
- working with other agencies - e.g. Educational Social Worker, Behaviour Support Services, Social Services
- appropriate training and clear understanding of the school's approach to behaviour management for all staff who have contact with children
- staff monitoring behaviour at break and lunch times
- weekly staff meetings where there is opportunity to share concerns about children in terms of changes in behaviour or attitudes to learning in class, this can act as an early indicator of possible problems.

What should parents do if they believe their child is being bullied?

Contact the school.

The first point of contact may be the child's class teacher. It is important that parents feel confident to talk to staff about their concerns. The Head is actively involved in all such cases either through discussion with the children concerned or the class teacher and welcomes parents to share their concerns so that prompt action can be taken. Making an appointment to speak to staff concerned of the Head is the most effective way of moving forward as appointments can be easily and promptly arranged to suit all parties and ensure a private time and place for discussion and consideration of any concerns which will not be interrupted or overheard. The school encourages parents to make appointments and welcomes parental involvement.

Good Practice for staff when working with parents

- recognise that it is normal for parents to experience anger or feel upset
- acknowledge their feelings
- keep an open mind
- remain calm and understanding
- refrain from making instant decisions and explain clearly that it will take time to investigate incidents thoroughly before passing any judgement
- reassure parents that their concerns will be followed up promptly

Date policy agreed: October 2021

Date policy to be reviewed: October 2022

- keep notes of what is discussed and show parents what these contain at the end of the discussion
- make it clear that the school does care
- agree a timescale to speak to the parent after investigations have been made
- clearly explain school policy and procedure and ensure that it is followed
- feed back promptly to the Head teacher
- explain that discussions will relate to their child only and actions taken to address the situation relating to their child. It is not appropriate to discuss other children or any actions or sanctions put in place except to reassure parents that appropriate measures are in place to ensure the well-being of their child in school.
- encourage parents to leave investigations in the hands of the school rather than attempting to follow up incidents themselves

Investigating reported incidents of bullying

- **suspected or alleged bullying must never be ignored**
- collect accounts from all related sources, listening carefully and avoiding assumptions
- talk to children individually rather than in groups
- keep brief notes of discussions where appropriate and share them with children to make sure they record and reflect what the child was trying to say, or any actions the child has acknowledged
- encourage children to be honest and open in their accounts of events
- check with other staff if other incidents have been observed or changes in children's behaviour been noted

Action for the school

- **Head should record all incidents on the School Incident Log (see appendix)**
- meet with the child who believes they have been victim of Bullying Behaviour
- encourage to talk about incidents, issues and feelings
- acknowledge their feelings and offer support
- arrange a suitable programme of support
- meet with the child alleged to have been involved in bullying behaviour
- encourage to talk about reported incidents
- listen carefully to their perception of the incidents
- explore any possible motivation for behaviour
- if bullying behaviour has taken place explain that it is totally unacceptable and encourage child to acknowledge that the behaviour is wrong and needs to stop
- arrange a programme of support with the child, designed to explore reasons for the behaviour, provide strategies to help prevent any reoccurrence
- keep brief notes of discussions where appropriate

- Children will be offered the opportunity of having their parents involved to support the process throughout.
- Depending on the nature of the incident the Head will decide at what point it is appropriate to make contact with parents.
- Should any incidents of bullying behaviour be deemed of a particularly serious nature the Head will inform parents immediately of the possibility of exclusion
- The Head may take the decision to exclude a child immediately for serious bullying behaviour. Parents have a right of appeal to the Governing Body and the LEA

Monitoring and evaluating the effectiveness of the Anti-Bullying Policy

- General observation of playground activity
- Ongoing evaluation of Incident Log
- Weekly feedback/discussion with all staff about classroom and break time behaviour
- Staff encouraged to raise concerns about children or incidents with Head as matter of importance
- Head to carry out annual review, noting incidence and nature of bullying behaviour, report to staff and look at successful approaches and possible areas for improvement
- Annual Head's Report on Anti-Bullying Policy to the full Governing Body making reference to the nature and incidence of bullying behaviour in the school and detailing successful approaches in dealing with reported and proven incidents of bullying behaviour
- Governing Body to monitor and review Incident Log annually as part of Head's Report (using anonymous excerpts)

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APPENDIX - INCIDENT LOG to be completed by Head

**St. Nicholas Church of England Primary School, Henstridge
Incident Log**

A Abuse **AB** Aggressive Behaviour **BB** Bullying/Bully **BV** Bullying/Victim **C** Complaint against staff **D** Domestic **NC** Non Compliance

Date	Name	Incident	Category	Action taken / by whom	Further actions/consequences

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