

Anti-Bullying Policy

“No school can claim with absolute confidence that “there is no bullying here”. Every school has some degree of bullying even if only slight or infrequent. Parents should be reassured by a school which demonstrates, through policy and action, that it will respond positively and effectively to bullying.”

Department for Education

1. Aims of Policy

The aim of this policy document is to ensure that clear policy guidance is in place to support effective procedures and practice in relation to incidents of, or allegations of bullying.

We aim to live out our School Mission Statement “Love one another as I have loved you” and create in our school an environment where children feel safe and secure and where each child is valued. To this end, we will strive to deal effectively with any situation that causes unhappiness to any pupil in school.



2. Clear definition of Bullying

There are many definitions of bullying but it is generally agreed that:-

- Bullying is a deliberate act to make a person or persons unhappy over a period of time
- Bullying can take a number of forms and can be physical, verbal or indirect
- The intention to hurt and the feeling of hurt are important factors

It is important that it is understood that there is a significant difference between bullying, as described above, and the general incidents between children that can occur in school.

To help children with this we use the STOP definition:

- S** – Several
- T** – Times
- O** – On
- P** – Purpose

Bullying takes a variety of forms. The following covers the most significant of these:

- **Physical** - Hitting, kicking, taking or damaging belongings
- **Verbal** - Name calling, insulting, repeated teasing, racist remarks, threats.
- **Indirect** - Spreading nasty rumours
Excluding someone from groups
Moving away as a person approaches
Leaving notes (including text messages, e-mails and chatrooms)
Failure to speak to or acknowledge a person
The 'look'

Unless checked, “low key” bullying such as shoving or name calling can escalate if the bully finds that the bullied pupils respond in a particular way.

We recognise that it is important not to underestimate the significance of the non-physical forms of bullying. Those who have suffered from bullying, often report that they recover from any physical injury or pain much more quickly than they get over the feelings of humiliation, anxiety or fear.

3. Strategies for prevention of Bullying

At St. Alban’s we have a number of curriculum areas that specifically contribute to the work we do in developing an anti-bullying attitude in school. We hope that through this work children will:-

- Know and understand what bullying is
- Believe that bullying is unacceptable
- Know what they should do if they feel they are being bullied or believe another child is
- Feel safe, confident and secure in school

This work is done through:

- Specific work through the PSHE programme in school which covers the topic of bullying. We also participate every year in the national “Anti-bullying Week” when a week of special activities in October/November help to develop understanding around this issue.
- Work and discussion in RE topics that lends itself to reinforcing the key principles of the school in relation to care for others
- Circle time, assemblies and other opportunities that are taken to ensure that children have the knowledge and skills required to deal with any bullying.

In addition, a range of strategies and opportunities are taken and developed to support this specific work:

- Awareness-raising through assemblies, RE and PSHE lessons
- Self-esteem developed through the PSHE curriculum, through the Second Step Programme and through many other opportunities within school. Our children have the right to feel valued and we strive to make them feel valued.
- Use of rewards and initiatives throughout the school to promote good behaviour and care for others eg. good behaviour certificates, golden book, golden tickets.
- Inset and training for teaching and non-teaching staff

- Provision of adequate resources and playground environment to engage safe, happy and secure play.
- Anti-Bullying policy is available to parents

Bullying that takes place via the internet (chatrooms and e-mail) or via phones (text messaging) is something the school is well aware of and an area that can cross over into child protection. For this reason the school gives parents information on keeping their children safe on the internet (meetings, letters home with guidance) and also covers this during PSHE and Computing curriculum time.

4. Reporting Bullying

4.1 School response to concerns about bullying

Children are encouraged to feel that they can share any concerns or worries with staff in school. This would generally be the class teacher but children are reassured that they can talk to any adult whom they trust in school. Children may also use the “Worry Box” near the Headteacher’s office. All staff are aware that any allegation of bullying must then be brought to the attention of the class teacher or Headteacher.

After being informed the person who has had the incident reported to them should take this action:-

- Contact Class Teacher.
- Class Teacher and /or Headteacher will discuss with parent and /or child.
- A careful investigation into the incident should then take place. This will be done sensitively and with every effort to protect the victim and/or the child who has told.
- More serious or repeated offences must be reported to the Headteacher or deputy Headteacher at the earliest opportunity.
- The Class Teacher would reassure the ‘bullied’ child they must always tell someone about any incidents and they had the right to be safe and happy in school.
- If other children reported the bullying they must be reassured that it is correct to report bullying when it happens to themselves or another child.
- Staff will monitor children involved in incidents afterwards for a time and inform other staff as deemed necessary to help with this.
- Parents of all children involved in a serious incident should be informed by staff.

It is not uncommon for concerns about bullying to come directly to the Headteacher via a parent. The Headteacher would follow the procedures as laid out above, recording the concerns in the “Record of Concern” file kept in the Headteachers’ office.

Staff should seek advice from key stage leader and/or the Headteacher when necessary. Any incident that could be deemed bullying must be recorded by staff and notes made on the incident, investigation and any actions taken. Staff should liaise with other teachers and lunchtime supervisors about other children involved in incidents.

4.2 Parents response to concerns about bullying

See *GUIDELINES FOR PARENTS* attached.



5. Roles and Responsibilities

It is the duty of all staff to uphold the practices in the Anti-Bullying Policy. It is also the duty of the parents to inform staff of any incidents, which they feel involve bullying.

Parents and Staff should work together modelling the value and respect we show to each individual.

6. Monitoring and Evaluating the Policy

Staff will review the Anti-bullying policy and procedures on an annual basis. It is important to be vigilant at all times during the school day and staff also need to be aware of the 're-occurrence' of incidents at a later time.

The Governors and staff will monitor this process together.

7. Complaints Procedure

In the event of any parent not being satisfied with the school's efforts to resolve an issue of this kind, the parent should follow the usual complaints procedure. The school complaints procedure is available on the school website or on request at the school office.

Last up-dated April 2018

Reporting a Concern: Guidelines for Parents



WHAT PARENTS SHOULD DO:

Parents should work with the school to help resolve the situation on behalf of their child. Please be assured we will do everything we can to look into any concern carefully and take measures to resolve any difficulties. We want all our children to be safe and happy in school.

- Usually, the first person to see is your child's class teacher. All parents should bear in mind that they may only have partial information at this point and should try to keep an open mind. The teacher will look into your concerns carefully. This may mean that you need to allow them time to investigate what has happened and speak to those involved.
- If you feel the situation is very serious or if you prefer, take the issue to the Headteacher who may also need time to investigate your concerns thoroughly.

Whichever member of staff you approach, your concern will be taken seriously and acted upon.

- Report your concerns to Classteacher or Headteacher as soon as possible. Do not allow concerns to build up to become a bigger issue.
- If any incidents re-occur, school need to be informed so it can be dealt with immediately.

WHAT PARENTS SHOULD NOT DO:

- Approach other children themselves, or approach their parents. This can often lead to a much more difficult problem for the school to resolve. Any approaches to another child could result in allegations made against the adult.
- Where there are friendship issues or concerns about possible bullying, parents should not encourage their own child to respond with physical aggression or to involve older brothers, sisters or cousins, as this also can lead to further problems.
- Discuss their concerns on any social media sites. This is very damaging to relationships with the school and the school community. The school want to work with you to resolve your concerns and ensure that your child is happy in school.

If you require more detail, the school complaints procedure is on the school website or available from the school office on request. Other policies such as the school Anti-bullying Policy are also available.