



School Policy Document



ST. CHAD'S
CHURCH OF ENGLAND
PRIMARY SCHOOL

Anti-bullying Policy

Summer
2018

Bullying affects everyone...

not just the bullies and victims. It also affects those other children who watch, and less aggressive children can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating or threatening behaviour, written abuse, internet abuse and violence are to be found in our society. No one person or group, whether staff or children, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school.



Introduction:

Bullying affects everyone, not just the bullies and victims. It also affects those other children who watch, and less aggressive children can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse, **internet abuse** and violence are to be found in our society. No one person or group, whether staff or children, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school.

Why is an Anti-Bullying Policy Necessary?

At St. Chad's School we believe that the children have the right to learn in a supportive, caring and safe environment without fear of being bullied.

All institutions, both large and small, contain some numbers of children with the potential for bullying behaviour. **School staff, through a safe recruitment process are screened and then monitored during an induction period to prevent any form of bullying occurring towards a child and or children (bullying at work as associated with school staff is dealt with in a separate personnel policy).** If a school is well disciplined and organised, it can minimise the occurrence of bullying. St. Chad's has a clear policy on the promotion of good citizenship, where it is made clear that bullying is a form of anti-social behaviour. It is WRONG and will not be tolerated.

It is important therefore that St. Chad's has a clear written policy to promote this belief, where both children and parents/guardians are fully aware that bullying complaints will be dealt with firmly, fairly and promptly.

What is Bullying?

Bullying can occur through several types of anti-social behaviour. It can be:

- **PHYSICAL**
A child can be physically punched, kicked, hit, spat at, etc.
- **VERBAL**
Verbal abuse can take the form of **persistent** name calling. It may be directed towards gender, ethnic origin, physical/social disability, **sexual orientation** or personality, etc.

- **EXCLUSION**

A child can be bullied simply by being excluded from discussions/activities, with those they believe to be their friends.

- **DAMAGE TO PROPERTY OR THEFT**

Children may have their property damaged or stolen. Physical threats may be used by the bully in order that the child hands over property to them.

As a Child:

What Can You Do if You are Being Bullied?

Remember that your silence is the bully's greatest weapon!

1. Tell yourself that you do not deserve to be bullied, and that it is WRONG!
2. Be proud of who you are. It is good to be an individual.
3. Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
4. Stay with a group of friends/people. There is safety in numbers.
5. Be assertive – shout "No!" Walk away confidently. Go straight to a teacher or member of staff.
6. Fighting back may make things worse. If you decide to fight back, talk to a teacher or parent/guardian first.
7. Generally it is best to tell an adult you trust straight away. You will get immediate support.

Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

If you know someone is being bullied:

1. TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.

2. If you feel you cannot get involved, tell an adult IMMEDIATELY. Teachers have ways of dealing with the bully without getting you into trouble.
3. Do not be, or pretend to be, friends with a bully.

As a Parent:

1. Look for unusual behaviour in your child/ren. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
2. Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, how lunch time was spent etc.
3. If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.
4. It is important that you advise your child not to fight back. It can make matters worse!
5. Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that they are being bullied.

Make sure your child is fully aware of the School Policy concerning bullying, and that they will not be afraid to ask for help.

As a School:

1. St. Chad's is organised in order to minimise opportunities for bullying, with clear procedures, practices in and around the school environment and adequate supervision at less-structured times.
2. Opportunities are taken to discuss aspects of bullying, and the appropriate way to behave towards each other, e. g. part of the PSHE programme.
3. Issues are dealt with quickly, firmly and fairly with any complaints, and involving parents where necessary.
4. The School Policy and its success is reviewed regularly.
5. The School Staff are part of a firm but fair discipline structure. The rules are simple and few and easy to understand.
6. Teaching materials and equipment which may give a bad or negative view of any group because of their ethnic origin, sex, etc. is discouraged.
7. Children are encouraged to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.
- 8. Children finding socialization difficult are supported through direct learning in social skills groups.**
9. The staff at St. Chad's encourage children to treat everyone with respect.
10. At St. Chad's bullying is treated as a serious offence and every possible action is taken to eradicate it from the School.

Action to take when bullying is suspected.

At St. Chad's, if bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses. If any degree of bullying is identified, the following action is taken:

Help, support and counselling is given as is appropriate to both the victims and the bullies.

At St. Chad's we support the victims in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or any other member of staff they choose.
- informing the victims' parents /guardians.
- by offering continuing support when they feel they need it.
- arranging for them to be escorted to and from the School premise if necessary.
- by taking one or more of the seven disciplinary steps described below to prevent more bullying.

At St. Chad's we also discipline, yet try to help bullies in the following ways:

- by talking about what happened, to discover why they became involved.
- informing the bullies' parents/guardians.
- by setting individual targets (via contracts, behaviour logs etc.) to see if the behaviour can be modified with appropriate support.
- placing the child on the School SEN Register and accessing external support from a specialist teacher or educational psychologist.
- by continuing to work with the bullies in order to get rid of prejudice attitudes as far as possible.
- by taking one or more of the seven disciplinary steps described below to prevent more bullying.

Disciplinary Steps:

1. Bullies will be warned to stop offending and privileges will be withdrawn.
2. The bullies' parents/guardians will be informed.
3. The bullies may be excluded from the school premises at break and/or lunch times.
4. Bullies may be escorted (by arrangement) to and from the School premises.
5. If the bullying does not stop a minor period of suspension will be arranged (one or two days).
6. If the bullying continues then a longer suspension period (up to five days - or an indefinite period) will be arranged.
7. If the bully will not end their inappropriate behaviour, they will be recommended for permanent exclusion (expulsion) from the school.