



St Luke's C.E. Primary School

Anti-Bullying Policy

Langport Avenue

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Manchester

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ST LUKE'S C.E. PRIMARY SCHOOL

ANTI-BULLYING POLICY

STATEMENT OF INTENT

Bullying hurts. No-one deserves to be a victim of bullying. Everyone has the right to be treated with respect. Anyone who bullies needs to be supported to learn different ways of behaving and any child who is the victim of bullying needs support and protection. If a child indicates by their behaviour or says that he/she is being bullied, an adult will always investigate. Staff will always be vigilant in looking for signs that something is not right, for example children becoming withdrawn or not seeming themselves.

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 and we take all incidents seriously.

If bullying does occur, all pupils should be able to tell someone and know that incidents will be dealt with promptly and effectively. Anyone who knows that bullying is happening is expected to tell a member of staff.

WHAT IS BULLYING?

Bullying is the repeated use of aggression (verbal or physical) with the intention of hurting another person emotionally or physically.

A bully is someone who uses strength or power to coerce others by fear.

TYPES OF BULLYING

- Emotional - being unfriendly, excluding, tormenting, e.g. hiding books or belongings, threatening gestures.
- Physical - pushing, kicking, hitting, punching or any use of violence, taking belongings.
- Racist - racial taunts, graffiti, gestures.
- Verbal - name-calling, sarcasm, spreading rumours, teasing/making fun of.
- Sexual - unwanted physical contact or abusive comments
- Gender bullying
- Religious
- Gender re-assignment
- Homophobic (Stonewall resources address this)
- Disability
- Ostracism
- Socio-economic
- Cyber-bullying (see section later)

OBJECTIVES OF THE POLICY

- All pupils, staff, parents and governors should have an understanding of what bullying is.

- All staff and governors should know what the school policy is on bullying, and follow it if bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- All pupils and parents should be assured that they will be supported when bullying is reported.

PROCEDURES - What we will do if bullying is reported.

- Take the problem seriously.
- Investigate the incident and keep a log of incidents/behaviours/actions taken and impact by:
 - a) interviewing the bully/ies and victim separately;
 - b) interviewing any witnesses.
- Decide on appropriate action:
 - a) obtain an apology from the bully/ies to the victim;
 - b) inform the bully/ies and victim's parents;
 - c) impose appropriate sanctions against the bully/ies;
 - d) return borrowed/stolen items if possible;
 - e) hold lessons/ class discussions/ assemblies about bullying;
 - f) provide a safe haven during school hours for the victim;
 - g) provide support for the victim;
 - h) provide support to encourage the bully/ies to change their behaviour
 - i) seek advice from LEA or educational consultants
 - j) seek legal advice
- Carefully monitor the situation to ensure bullying is not repeated.
- Keep parents informed of progress.
- Inform all staff about the incident and action taken whilst maintaining appropriate confidentiality
- Keep a log of incident/actions/impact in the designated school behaviour log..

SANCTIONS

- Isolate the perpetrator at lunchtime for a specified period.
- Place the perpetrator on behaviour report
- Use fixed term exclusion
- Inform police or other outside agency
- Ensure that calling to or leaving school – victim is protected by strategies as the situation requires.

SUPPORT FOR THE VICTIM

- Encourage the pupil to report all incidents to an adult without delay
- Encourage the pupil to walk away
- Rebuild the pupil's self-esteem/respect
- Praise the pupil when he/she behaves appropriately
- Liaise with parents regularly

- Monitor situation carefully
- Ensure all staff are aware of situation
- Have access to the Nurture Room

SUPPORT FOR THE BULLY

- Find out if the pupil is upset, worried, jealous, unhappy or being bullied themselves – is there a family crisis?
- Create “time out” opportunities in class time
- Help the bully to appreciate the harm he/she is causing
- Liaise with parents regularly
- Encourage the bully to apologise to the victim and understand that bullying will not be tolerated
- Suggest/ work out alternative ways of reacting if he/she finds him/herself about to bully – STOP, THINK, CHOOSE – walk away, breathe deeply, count to 10
- Build self-esteem/respect – praise pupils when they behave appropriately
- Teach the difference between assertiveness and aggression – PHSE, drama, discussion work

OPTIONS FOR PREVENTATIVE ACTION

- Record positive achievements
- Provide interesting lunchtime activities
- Use a no blame approach
- Introduce a circle of friends
- Introduce mediation and conflict resolution skills within the curriculum
- Use circle time to share concerns/ priorities
- Introduce peer initiatives for the whole school community
- Ensure that everyone is aware of how the complaints process works if they have a concern
- Ensure that all staff are informed of each incident and maintain confidentiality with increased awareness.

CYBERBULLYING

Cyberbullying is the use of Information and Communications Technology (ICT), particularly mobile phones and the Internet, deliberately to upset someone else.

As mobile phone and internet use have become increasingly common, so has the misuse of this technology to bully.

Cyberbullying is a form of bullying and will be dealt with through our existing anti-bullying policies and procedures. The best way to deal with cyberbullying is to prevent it happening in the first place. There are 5 key areas we will need to address at home and in school to put in place an effective prevention plan.

1. Understanding and talking about cyberbullying

2. Updating existing policies and practices
3. Making reporting cyberbullying easier
4. Promoting the positive use of technology
5. Evaluating the impact of prevention activities

Tackling cyberbullying will be an on-going process as technology continues to develop.

The school will carry out annually 'Anti-bullying, safeguarding and parent forum day' to educate and inform pupils and parents of the different types and impact of bullying, preventative action that can be taken and how to access appropriate support.

MONITORING AND EVALUATION

This policy will be reviewed annually by the Governing Body.

All bullying incidents will be reported to the Governors in the Head teacher's termly report.

Any increase in bullying incidents or patterns of bullying will be investigated immediately by the SMT and lead to an immediate review of this policy.

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