

St George's School, Bourton

Anti-Bullying Policy

In this school community, each person is valued and respected in the belief that all people are created and loved by God.

Aims

To empower all children to have the strategies and confidence to deal with any bullying they encounter at school or in other areas.

To ensure that the school has an agreed understanding of what bullying is.

To listen to children, to take concerns seriously and act promptly.

To prevent bullying by making children more aware of others' needs and feelings, e.g. in circle time, Seal work and the PSHE curriculum

To promote the school code of behaviour consistently.

To provide a safe and supportive environment for all children.

Definition of bullying

Deliberate use of power by one person or a group over another to hurt them (physically/emotionally) repeatedly.

Racist bullying

In racist bullying, a child is targeted for representing a group, and attacking the individual sends a message to that group. Racist bullying is therefore likely to hurt not only the victim, but also other pupils from the same group, and their families. Racial harassment will not be tolerated. All incidents are recorded in a separate incident book and reported to the LEA each year. The school has a separate policy for Race Equality.

Statement of intent

We are a 'telling' school. It is unacceptable for children to be hurt emotionally or physically. If it happens, children are told to tell their teacher, the headteacher, or their parents who will phone the school. Bullying both verbal and physical will not be tolerated in this school. It is everyone's responsibility to prevent it happening. Any accusation of bullying will be taken seriously, listened to and investigated promptly. Where bullying is identified firm and prompt action will be taken. There are a range of approaches and sanctions available to staff depending on the seriousness of the situation. All reported incidents will be dealt with at the first opportunity.

Any form of discrimination towards children or staff such as sexist or homophobic bullying will not be tolerated by our school.

What children can do

- Use their strategies to protect themselves.
- Tell someone.
- Tell an adult.
- Tell a teacher.

What parents can do

- Watch for signs of distress in your children.

- If you think your child is being bullied inform the school immediately.

What the school will do

- Create a positive ethos and expectation of good behaviour based on our Behaviour Policy.
- Notice what takes place outside the classroom as well as in it.
- Circle time and SEAL sessions for each class.
- Use positive strategies to encourage children to talk about what happens in school – finding out.
- Use positive strategies to encourage friendships, caring etc.
- Work hard to ensure that all pupils know the difference between bullying and simply 'falling out'.
- Listen to children.
- Investigate all accusations.
- Take bullying seriously and find out the facts.
- Record all incidents.
- Support children who are being bullied.
- Teach coping strategies being careful that they don't give the impression that it's all up to the victim.
- Help bullies to change their behaviour.
- Impose sanctions if necessary.
- Keep parents informed

Action to be taken in the event of an accusation of bullying

The accusation will be taken seriously.

The child's teacher will be informed.

All parties will be listened to and appropriate records made.

Where bullying is suspected the headteacher will be consulted.

Where bullying is confirmed parents will be consulted.

A decision will be made on the most appropriate action to take.

A record will be kept.

The appropriate course of action will be taken from the following

Parents will be involved at an early stage. A meeting with parents may be necessary.

Upon discovery of an incident of bullying, we will discuss with the children the issues appropriate to the incident and to their age and level of understanding.

If the incident is not too serious, a problem-solving approach may help. The adult will try to remain neutral and deliberately avoid direct, closed questioning which may be interpreted as accusatory or interrogational in style. Each pupil must be given an opportunity to talk and the discussion should remain focused on finding a solution to the problem and stopping the bullying recurring.

It can be helpful to talk to children about how the bullied child feels.

Circle time can be used to address bullying. The rules encourage the group to focus on their own feelings and those of others; to listen to one another and tolerate other's

views; to learn to take turns and to discuss difficult issues using a problem-solving approach.

A child can be given the opportunity to confront the bully with an adult present. There are various strategies that can be applied if more than one pupil is involved in bullying another. Role-play and other drama techniques can be used as well as Circle time. If held regularly, this can be an effective way of sharing information and provide a forum for discussing important issues such as equal rights, relationships, justice and acceptable behaviour. It can also be used just within the affected group to confront bullying that already exists.

Victims who are worried about openly discussing an incident when the aggressors are present (e.g. taunting during a lesson) can be encouraged to go to the teacher with a piece of work, using this as a reason to speak to the teacher. Victims need to feel secure in the knowledge that assertive behaviour and even walking away can be effective ways of dealing with bullying.

There needs to be repeated follow up checking that bullying has not resumed.

These strategies will be backed up by sanctions when necessary. Persistent or violent bullying will be dealt with by sanctions.

These are

- removal from the group (in class).
- withdrawal of breaktime and lunchtime break (detention)
- withholding participation in any school trip or sports events that are not an essential part of the curriculum.
- exclusion.

This Anti- Bullying Policy is seen as an integral part of our Behaviour Policy.

Resources: Bullying: Don't suffer in Silence. An anti-bullying pack for schools. DfES.
Action against bullying. A support pack for schools. Scottish Office Ed Dept.
Preventing and Tackling Bullying: advice for headteachers, staff and governing bodies

Policy reviewed by headteacher and spiritual and pastoral governors.

Agreed with S & P Committee: 9th March 2018