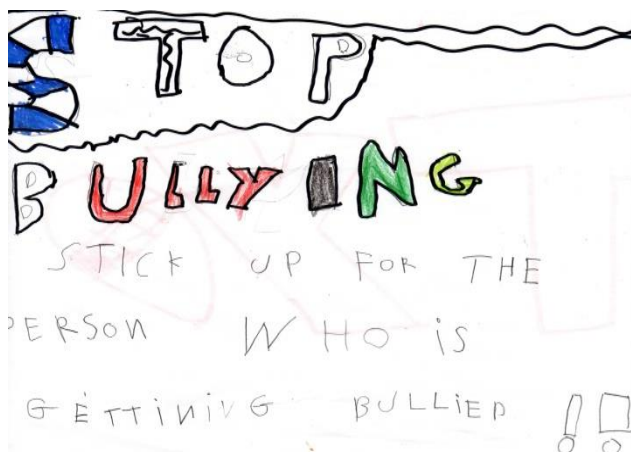# Anti-Bullying Policy

Adopted: May 2016
Last Reviewed: Autumn 2019
Next Review: Autumn 2021

This policy was developed by the Anti-Bullying Working Party in Spring 2010. Some ideas were also taken from the Anti-Bullying Alliance and the North Lincolnshire Anti Bullying Policy.

This policy has been developed and implemented in consultation with the whole school community including pupils, parents/carers, staff, governors and partner agencies.

Review Date Autumn 2021
Anti-bullying charter signed. Date: October 2018

We, the representatives of St Cuthbert with St Matthias CE School, agree this charter:

I WILL BE PROUD OF MYSELF AND ENCOURAGE OTHERS TO MAKE GOOD CHOICES IN SCHOOL
I WILL BE HONEST AND TELL THE TRUTH
I WILL CELEBRATE THAT WE ARE ALL DIFFERENT
I WILL THINK ABOUT MY ACTIONS AND WORDS AND HOW THEY AFFECT OTHERS
I WILL SPEAK UP WHEN I OR OTHERS NEED HELP
I WILL BRING A POSITIVE ATTITUDE TO SCHOOL AND TO MY LEARNING
I WILL FOLLOW OUR SCHOOL RULES
I WILL NOT BLAME OTHERS FOR CHOICES THAT I MAKE
I WILL NOT JUDGE PEOPLE BECAUSE THEY ARE DIFFERENT TO ME
I WILL NOT BULLY OR MAKE OTHERS FEEL BAD WITH MY WORDS OR ACTIONS
I WILL NOT KEEP QUIET IF I AM BEING BULLIED OR KNOW SOMEONE WHO IS BEING BULLIED
I WILL NOT DISRUPT THE LEARNING OF OTHERS

<u>SIGNATURES</u>
Pupils
(via the School Council)   …………………… ……………………..

Staff Coordinator of
Anti-bullying   ……………………
Governor with
Responsibility for
Anti-bullying

Head Teacher   ……………………………

What is bullying?

Our school defines bullying as
"Behaviour by an individual or group usually repeated over time, that intentionally hurts another individual or group either physically or emotionally."

We believe bullying of any kind is unacceptable at our school.

We aim

- To sustain a school vision in which bullying is regarded as unacceptable.
- To produce a safe and secure environment where all can learn without anxiety.
- To produce a consistent school response to any bullying incidents that may occur.
- To make all those connected with the school aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

How can we prevent Bullying?

- We believe in using solution focused approaches in tackling bullying, emphasising our school vision in teaching and learning.
- We hold a restorative approach to dealing with conflict, and at all times teach and follow conflict resolution as a way to encourage excellent attitudes and behaviours.
- We recognise the importance of sharing the anti-bullying message through emphasis on our vision, SEAL and PSHE curriculum. We also recognise the importance of making cross-curriculum links e.g. using computing to tackle cyber-bullying.
- Our members of staff are considerate and respectful of other adults and pupils in school.
- We believe in early intervention in tackling bullying using the relevant pathways identified in this policy.
- Children are encouraged to resolve conflict along specific routes, using a variety of eight options initially.
- We maintain a Peer Mediation scheme, which promotes equality between pupils, peer support and a solution focused approach to problem-solving.
- We hold class meetings (circle times) based on the positive discipline model, as a way of finding solutions to playground problems.
- We employ midday supervisors at lunchtime to provide opportunities for structured play and a safe environment, free from bullying.

Please see appendix 2 for list of possible signs of bullying in children.

Examples of types of bullying

The types of bullying outlined below are taken from the DCFS guidance "Safe to Learn" (2007) See appendix 1 for more detail.

1. **Bullying related to race, culture or religion.**
2. **Bullying related to SEN or disabilities.**
3. **Bullying related to health or appearance.**
4. **Bullying related to sexual orientation.**
5. **Bullying related to young carers, looked after children or otherwise related to home circumstances.**
6. **Gender related bullying**
7. **Other type of bullying**

Examples of the possible methods used to bully

The types of bullying outlined below are taken from the DCFS guidance "Safe to Learn" (2007)

Verbal
Name calling, saying hurtful comments, using insults, spreading rumours

Physical
Pushing, shoving, kicking, punching, spitting, tripping up

Cyber Bullying
Any form of bullying using a mobile phone or the internet, chat rooms, social Net-working sites, instant messaging or email – see appendix 3

Exclusion
To leave out or shun the same person from a group.

PROCEDURES IN SCHOOL FOR REPORTING BULLYING

PATHWAYS OF HELP

Child is bullied

Step1
- Pupil uses 'Peaceful Problem Solving' initiative
- Pupil approaches Peer Mediator, if available
- If bullying is serious or physical, pupil approaches member of staff e.g. lunchtime supervisor, teacher, TA,
- Member of staff identifies bullying is occurring
- Parent approaches member of staff

If bullying continues

Step 2
- Student meets with class teacher (if disclosure made to TA, teacher) or Inclusion Manager
- If identified as bullying to be recorded in **Bullying Incident Log** by Head Teacher, Deputy Head Teacher or Inclusion Manager
- Meeting with "child showing bullying behaviour" in group setting
- Parents Informed
- 1 week review time

If bullying continues

Step 3
Head Teacher/SLT to be informed.
Inclusion Manager/SLT to discuss/interview all parties involved.
Meeting with parents/carers to discuss incidents and possible ways forward.
We will use suggested and agreed actions/strategies e.g.

- Anger Management Support
- Circle of Friends
- Possible consultation with outside agencies e.g. CAMHS, BEST, EP Inclusion Manager will work alongside class teacher in planning a number of PSHE lessons
- Parents Informed

If bullying continues

Step 4
- Parents Informed
- Headteacher and Chair of Governors and inform/ seek advice from LA Head of Inclusion services

Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues
www.anti-bullyingalliance.org.uk

Kidscape
www.kidscape.org.uk
02077303300

Childline – advice and stories from children who have survived bullying
08000 1111

Bullying on line
www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk
08088002222

Parents Against Bullying
01928 576152

Useful sources of information

Stonewall - the gay equality organisation founded in 1989. Founding members include Sir Ian McKellen. www.stonewall.org.uk.

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents

1. **Bullying related to race, culture or religion.**
   - Racist Bullying
   - Faith-based bullying
   - Cultural bullying of particular groups including travellers

2. **Bullying related to SEN or disabilities.**
   - Bullying related to learning needs

3. **Bullying related to health or appearance.**
   - Health conditions
   - Visible medical conditions e.g. eczema
   - Physical characteristics such as size and weight
   - Body image issues
   - Obvious signs of affluence or lack of it

4. **Bullying related to sexual orientation.**
   - Homophobic
   - Transgender

5. **Bullying related to young carers, looked after children or otherwise related to home circumstances.**
   - Young Carers
   - Children in Care
   - Bullying arising from trauma or instability at home e.g. domestic violence, bereavement
   - Children with refugee status
   - Siblings being subject to bullying by association

6. **Gender related bullying**
   - Sexist bullying
   - Sexual bullying

7. **Other related bullying**

Appendix 2

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person;

- Is frightened of walking to or from school or changes route
- Doesn't want to go on the public bus
- Begs to be driven to school
- Changes their usual routine
- Is unwilling to go to school (school phobic)
- Begins to truant
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide
- Threatens or attempts self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
  Comes home with clothes torn, property damaged Or "missing"
- Asks for money or starts stealing money
- Has dinner or other monies continually 'lost'
  Has unexplained cuts or bruises
- Comes home hungry
- Bullying others
- Changes in eating habits
- Is frightened to say what is wrong
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a cyber-message is received
- Gives improbable excuses for their behaviour.

Cyber bullying Guidance

Cyber bullying **is bullying through the use of communication technology like mobile phone text messages, e-mails or websites. This can take many forms for example:**

- Sending threatening or abusive text messages or e.mails, personally or anonymously
- Making insulting comments about someone on a website, social networking site (eg: MySpace) or online diary (blog)
- Making or sharing derogatory or embarrassing videos of someone via mobile phone or e.mail (such as 'Happy Slapping' videos)

It should be noted that the use of ICT to bully could be against the law. Abusive language or images, used to bully, harass or threaten another, whether spoken or written (through electronic means) may be libellous, may contravene the *Harassment Act 1997 or the Telecommunications Act 1984* for example.

If a bullying incident directed at a child occurs using email or mobile phone technology either inside or outside of school time.
1. Advise the child not to respond to the message
2. Refer to relevant policies including e-safety/acceptable use, anti-bullying and PHSE and apply appropriate sanctions
3. Secure and preserve any evidence
4. Inform the sender's e-mail service provider
5. Notify parents of the children involved
6. Consider delivering a parent workshop for the school community
7. Consider informing the police depending on the severity or repetitious nature of offence
8. Inform the LA officer

If malicious or threatening comments are posted on an Internet site about a pupil or member of staff

1. Inform and request the comments be removed if the site is administered externally
2. Secure and preserve any evidence
3. Send all the evidence to CEOP at ww.ceop.gov.uk/contact_us.html
4. Endeavour to trace the origin and inform police as appropriate
5. Inform LA officer

The school may wish to consider delivering a parent workshop for the school community

Children should be confident in a no-blame culture when it comes to reporting inappropriate incidents involving the internet or mobile technology: they must be able to do this without fear."