

ST PETER'S CHURCH OF ENGLAND PRIMARY SCHOOL



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Registered in England and Wales
Company number 07939655

St Peter's C of E school promotes Christian values and fosters an environment of spirituality, creativity and respect where everyone is valued and each child can achieve their full potential.

Anti-Bullying Policy

Rationale

Every child has the right to feel safe in our school and enjoy their education without threat of bullying behaviour. Bullying is not acceptable and it is everyone's responsibility to prevent it. Our approach is to build the children's self-esteem and confidence and to be consistent across the school. We intend that the policy is clearly understood by all of our school community: children, staff, parents and governors. Underpinning our Anti-Bullying Policy are our school ethos, values and aims. It has close links to our work on the Social and Emotional Aspects of Learning (SEAL). It also links in to our policies on Safeguarding, Equality and Positive Behaviour.

Definition of Bullying

The Department for Education defines bullying as '**behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally**'. (Preventing and tackling bullying – advice for school leaders, staff and governing bodies 2012)

Bullying can be prejudice based ie homophobic and biophobic, gender based, sexist, sexual and transphobic, racist and religion, SEN and disabilities.

The four main types of bullying are:

- Physical (hitting, kicking, theft, damaging belongings)
- Verbal (name calling, racist remarks, insulting) [discriminatory language is not acceptable and will be challenged.]
- Indirect (spreading nasty rumours about someone, leaving someone out, 'dirty looks', offensive graffiti)
- Cyber (nasty text messages, instant messages or e-mails, using social network sites to cause embarrassment) [The Education and Inspections Act 2006 gives head teachers the powers 'to such an extent as is reasonable to regulate the behaviour of pupils when they are off the school site.]

Implementation

School

If bullying is suspected or reported:

- The member of staff who has been approached will act immediately
- They will record the incident clearly and give the account to the head teacher.
- The head teacher will interview all concerned and record the incident using the SIMs bullying form and online system.
- Parents will be informed
- Class teachers will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring and offering the pupil continued support
- Restoring self-confidence and self-esteem.

Pupils who bully will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

The following disciplinary actions will be taken:

- Official warnings to cease offending
- Detention (exclusion from playtimes)
- Exclusion from certain areas of the school premises ie the field
- Fixed term exclusion
- Permanent exclusion.

Prevention and Strategies to reinforce St Peter's Anti-Bullying Policy:

- Anti-Bullying Ambassadors
- Fun Day (focused on friendships and anti-bullying strategies)
- Anti-Bullying Notice Board
- PSHE sessions
- Parents and children have a good knowledge of the procedures /policy
- Curriculum opportunities to raise pupil awareness eg RE, cross curricula themes, drama, story writing and literature.
- Adults to deal with situations, even if minor, to prevent situations escalating.

The role of governors

- The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly through the Performance and Standards Committee. The governors require the Head Teacher to keep accurate records of all incidents of bullying, and to report to the governors termly about the effectiveness of school anti-bullying policy.
- If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If concern remains, they should contact the head teacher. If they are still concerned, they should contact the Governing Body via the Clerk.

The role of the Head Teacher

- It is the responsibility of the Head Teacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying.
- The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy termly.
- The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- The Head Teacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The head teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

The role of the all staff

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults deal with situations quickly to prevent situations escalating informing other members of staff including the head teacher
- All adults follow up what they have said and record incidents of bullying by using the SIMs Bullying forms. These are then given to the head teacher.
- If a child is being bullied in their class or bullying, the class teacher will inform parents
- All members of staff routinely attend training, which equips them to identify bullying and to follow procedures with regard to behaviour management.
- Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all.

The role of parents

Parents have an important role to play in our anti-bullying policy. We ask parents to:

- Look out for any unusual behaviour in your child ie not wishing to attend school, feeling ill regularly
- Take an active role by asking how your child's day has gone
- If you feel your child has been subjected to bullying behaviour then inform school immediately.
- If you feel your child has been bullied please do not approach that child on the playground or their parents or involve an older child to deal with the child who you think may be bullying.
- Tell your child it is not their fault that they are being bullied
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- Remember incidents are confidential and should not be discussed with other parents on the playground.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

- Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.
- If pupils see someone being bullied them must tell an adult immediately. Doing nothing looks as if they are on the side of the bully.
- Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Monitoring and review

This policy is monitored regularly by the Head Teacher, who reports to governors termly about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They receive reports from the Head Teacher on the incidents recorded in the class behaviour books, SIMs Bullying forms, and pastoral book and also by discussion with the Head Teacher. Governors analyse information for patterns of people, places or groups. They look out in particular bullying which is directed at minority groups including SEN and disability.

Signed:

Headteacher

Signed:

Chair of Governors

Date:

Date of review:

Signed (On behalf of the Governors)

Signed(Headteacher)

Date.....

Date for review.....