



St Blasius Shanklin Church of England Primary Academy

Anti bullying policy

Adopted by the Leadership team - July 2013

Amended and Ratified by full Governors - May 2014

Signed Chair of Governors _____

Date _____

To be reviewed- May 2016

ANTI-BULLYING POLICY

(This policy applies throughout St Blasius Church of England Primary Academy, including in the Early Years Foundation Stage)

Aims

All our pupils and staff should remember that pupils have:

The Right to Learn

The Right to be Safe

The Right to be Respected

Young people fall out with each other from time to time and when this happens unkind words and deeds happen. This should not be confused with bullying. Bullying usually (but not always) takes place over a period of time and is deliberately hurtful behaviour, in which it is difficult for those being bullied to defend themselves.

Our aim is to ensure that our pupils learn in a supportive, caring and safe environment without being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. It has the potential to cause serious and lasting damage to those who are victims and is directly in conflict with the Christian values that underpin our academy.

The four main types of bullying are:

- physical (for instance hitting, kicking, theft)
- verbal (for instance name calling, racist remarks)
- indirect (for instance spreading rumours, excluding someone from social groups)
- Cyber bullying : the use of ICT (for instance mobile phones, the internet, social media) to upset someone else

Some bullying will be influenced by pupils' intolerance of different groups or types of pupils. These could take the form of, for example:

- Homophobic bullying
- Bullying around race, religion or culture
- Bullying related to Special Educational Needs or disability
- Sexist bullying
- Bullying related to being adopted or in care

Other bullying may be directed at a pupil or pupils who do not fit in with a group or who have incurred the hostility of another individual.

Pupils will be encouraged to report bullying in the academy. They may do this through:

- Telling a parent or carer, who in turn will contact the academy.
- Talking to a class teacher, or trusted member of staff.

- Talking to a fellow pupil, for instance a close friend, a peer mentor or Academy Council representative.
- Using confidential worries and suggestions boxes to express worries about bullying.

All adults working within our academy community must be alert to the signs of bullying and act promptly in accordance with this policy. (See Appendices.)

Implementation

The following steps will be taken when dealing with incidents of bullying:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has observed/suspected it or has been approached.
- A clear account of the incident will be recorded and given to the class teacher in the first instance; this person will then inform an appropriate member of the Senior Leadership Team. The incident should be recorded on the Bullying and Harassment Form, and kept in a central register of bullying incidents (See Appendix 3)
- The class teacher will interview all concerned and will record the incident.
- Parents/carers of the victim(s) and perpetrator(s) will be informed.
- Appropriate sanctions and strategies will be used, in consultation with all concerned.

The Academy will support pupils who have been bullied by:

- offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- reassuring the pupil and parents/carers, and offering continuous support.
- ensuring ongoing monitoring of the situation to prevent reoccurrence.

The Academy will help pupils who bully by:

- discussing what happened in order to discover why the pupil(s) became involved.
- establishing the wrong doing and need to change.
- working on empathy and considering perspectives other than their own.
- informing parents/carers to help change the attitude of the pupil(s).

The following disciplinary steps may be appropriate, depending on the severity of the situation and whether it has been a single occasion or an ongoing case of repeat offending:

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises or internal exclusion
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion, coupled with consideration about whether the incident needs to be considered as a form of abuse and dealt with under the academy's safeguarding and child protection procedures.

The Academy will aim to prevent bullying behaviours by striving for an ethos of respect for one another and raise awareness of the nature of bullying through.

- PHSE lessons
- ICT lessons (re cyber bullying)
- English (Literacy), Religious Studies and other lessons.
- Academy Council
- Assemblies
- Work with individual pupils who may be at risk from becoming a bully or a victim
- Providing appropriate staff training on how to recognise and manage bullying.
- Adults in the Academy modelling considerate behaviour, through good manners and civility.
- Governors maintaining an active overview of the implementation of this policy.

Appendix 1

RECOGNISING AND PREVENTING CYBER BULLYING

The main types of Cyber Bullying are:

Threats and intimidation (Serious threats sent by mobile, email, social networking sites or message boards)

Harassment or stalking (Repeated, prolonged, unwanted texting, making phone calls, including silent calls, using public forums/social media to repeatedly harass, or online stalking)

Vilification/defamation (posting upsetting or defamatory remarks, using mobiles to send upsetting messages)

Ostracising/peer rejection/exclusion (Online exclusion from closed networks)

Identity theft, unauthorised access and impersonation (Accessing and copying someone's information, for example emails or pictures, to harass or humiliate them, deleting someone's information, impersonating someone eg on a Virtual Learning Platform)

Publicly posting, sending or forwarding personal or private information or images

Manipulation (putting pressure on someone to reveal personal information or to arrange a physical meeting)

Appendix 2

GUIDANCE FOR STAFF

All staff should be aware that pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, a lack of concentration or truanting from the academy. If they note any of these staff should discuss their concerns with the class teacher or a member of SLT.

A Bully:

A person, operating singly or with others, who undermines the happiness and comfort of others.

A bully might behave like this for any number of reasons. For example:

- To seek revenge
- To show off
- To gain popularity
- To gain power over others (insecurity)
- To get excitement
- To gain money
- To maintain their image
- Because they themselves have been bullied
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A Victim:

A person, either individually or with others, whose happiness and comfort are undermined by the unreasonable behaviour of others. Anybody can be bullied. There are certain risk factors which will make the experience of being bullied more likely.

These include:

- Lacking close friends at school
- Being shy
- Coming from an over-protective family environment
- Being from a different racial or ethnic group to the majority
- Being different in some obvious respect from the majority
- Having special educational needs
- Being a provocative victim – a person who behaves inappropriately with others

Appendix 3

St Blasius Shanklin C of E Primary Academy BULLYING AND HARASSMENT FORM

Please use this to record every issue or incident that involves bullying and/or harassment in school.

Date of incident: _____

Victim(s):	Perpetrator(s):

Nature of Incident:

Verbal abuse	
Violence	
Posting photographs or abusive written messages on internet websites	
Texting abusive comments	
Other (please specify)	

Time and Location of Incident:

Description of Incident:

Witnessed by:

Witness statement included? Yes No (*Please circle*)

Witness statement 1

Witness statement 2

Action taken: 	Lead staff responsible:
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Future Action (if appropriate): 	Lead staff responsible:
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Name of person completing the form: _____

Date: _____

Name of person contacting Parent/Carer: _____

Date contact made: _____

x