

St Augustine's Federated Schools Primary



Anti-bullying Policy

We encourage all community members to be the best that we can be in every aspect of our lives, as we grow in the Christian virtues of Faith, Hope and Love, so that we may live life in all its fullness.

Approved by the Governing Body	March 2024
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Contents

Contents	Page
1. Policy statement	Page 3
2. Aims of the policy	Page 3
3. Definition of bullying	Page 3
4. Signs and Symptoms of Bullying	Page 4
5. Roles within bullying	Page 4
6. Procedures	Page 5
7. Preventing bullying	Page 7
8. Links to other policy documents	Page 7
9. Responsibilities	Page 7
10. Policy monitoring and review	Page 7
11. Appendix 1: Restorative justice prompts	Page 8
12. Appendix 2: Restorative justice leaflet	Page 9

Policy statement

A St Augustine's Primary, we believe that any form of bullying is unacceptable and that persistent bullying can inhibit a child's ability to learn effectively, or a member of staff's ability to do their job well. The negative effects of bullying can have an impact on a person for their entire life. We are committed to promoting an environment free from threat, harassment and any type of bullying behaviour and have a zero-tolerance approach to bullying.

This policy aims to help all members of our school community to recognise bullying and prevent it. We also aim to ensure a consistent school response to any bullying incidents that may occur. We want to ensure that all members of the school community are aware of our opposition to bullying and to make clear each person's responsibilities with regard to preventing any form of bullying in our school.

Aims of the policy:

- To ensure that all members of the school community have a clear understanding of what bullying is.
- To create an atmosphere and environment where children, parents and staff feel able to tell the school about bullying if it arises, and are confident that it will be taken seriously and dealt with.
- To establish clear procedures for dealing with incidents of bullying and ensure that everyone knows what steps to take if a bullying incident occurs.

Bullying: A Definition

Bullying is usually defined as behaviour that is:

- repeated over time
- intended to hurt an individual or group, either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, disability, gender, special educational need or sexual orientation

It takes many forms and causes pain and distress to the victim. Bullying can have some or all of the following characteristics:

- Physical: e.g. pushing, kicking, hitting, punching, spitting or any use of violence or unwanted physical contact
- Emotional: e.g. being unfriendly, excluding, humiliating, tormenting, making threats (e.g. hiding belongings, threatening gestures)
- Verbal: e.g. name-calling, offensive language, sarcasm, spreading rumours, teasing
- Written: graffiti, notes etc (on walls, doors etc or in books, pencils cases, clothes or online)
- Cyberbullying: bullying via mobile phone or online (e.g. email, social networks and instant messenger)

Types of bullying can be homophobic, sexist, racist or aimed at a person's disability or gender. These types of bullying are usually expressed through taunts, gestures, mimicking, joking, graffiti and focussing on perceived or actual differences.

All of these forms of bullying are unacceptable

Signs and Symptoms of Bullying

An individual may indicate by signs or behaviour that he or she is being bullied. All members of the school community should be aware of these possible signs and should investigate where someone:

- Displays a big change in personality
- Becomes nervous, anxious, loses confidence, or becomes distressed and withdrawn
- Is reluctant to go to school
- Feels ill in the morning
- Is frightened of going to school alone (if they usually do in upper KS2)
- Changes their usual routine
- Starts stammering
- Wets the bed
- Runs away
- Cries themselves to sleep or has nightmares
- Begins to do less well in school work
- Comes home with torn clothes or other possessions missing
- Repeatedly asks for money or starts stealing money
- Repeatedly loses dinner or other money
- Has unexplained injuries, such as bruises
- Becomes aggressive, disruptive or unreasonable
- Starts bullying other children or siblings
- Loses appetite
- Is frightened to say what is wrong
- Gives improbable excuses for any of the above

These signs and behaviours could be indicative of other problems, but bullying should be considered a possibility and should be investigated.

Roles Within Bullying

The school recognises that bullying is a complex type of behaviour occurring between individuals and groups. Different roles within bullying situations can be identified and include:

- The ring-leader, who through their position of power can direct bullying activity
- Assistants/associates, who actively join in the bullying (sometimes because they are afraid of the ring-leader)
- Reinforcers, who give positive feedback to those who are bullying, perhaps by smiling or laughing

- Outsiders/bystanders, who stay back or stay silent and thereby appear to condone or collude with the bullying behaviour
- Defenders, who try and intervene to stop the bullying or comfort pupils who experience bullying.

Some children can adopt different roles simultaneously or at different times e.g. a bullied child might be bullying another child at the same time, or a 'reinforcer' might become a 'defender' when the ringleader is not around. We positively encourage all pupils to take responsibility for their behaviour and its consequences and to make a commitment to take action to end the bullying and provide support for the bullied pupil.

Procedures:

Parents and children are encouraged to inform the school when it is suspected that there may be ongoing incidents of bullying.

Guidance for Staff

Action following a report of bullying:

If a member of the school community reports an occurrence of bullying, the following procedures should be followed:

- Listen to the individual and record their concern
- Ensure that the victim knows that the matter is being taken seriously
- Tell the victim how you intend to follow this up
- Carry out an investigation into the incident immediately
- Talk to the person who is being bullied and ask them to describe what has been going on
- Talk to the perpetrator(s)
- Record on CPOMs
- Arrange for the perpetrator(s) to apologise to the victim and verbally assure the victim that it will stop
- Make it absolutely clear that the bullying behaviour must stop
- Where appropriate, set up a restorative justice meeting between the victim and the perpetrator/s
- Make sure that the class teacher, school meals supervisors and Headteacher/SLT know what has happened and ask them to monitor the situation
- Arrange for a special relationship with a trusted member of staff (e.g. school meals supervisor in the playground) as necessary
- Report back to the parent as soon as possible to inform them about the action taken
- Ask them to keep the school informed if the bullying has not stopped

In the case of an isolated incident, the individuals concerned should be monitored and informed that they are being monitored.

All staff should remember to:

- Be alert to signs of bullying, including a change of pattern in behaviour (including friendship groups), attendance, punctuality, achievement and contributions in lessons
- Be proactive when on morning or lunch duties, and notice any children who seem isolated or withdrawn.
- Pass on concerns or issues immediately to the relevant class teacher or member of SLT
- Use the Behaviour policy consistently at all times

If you witness bullying it is your responsibility to report the incident**Action following a confirmed incidence of bullying**

Where there has been an occurrence of bullying in school, which staff have either witnessed or substantiated following investigation, the following action should be taken:

- The Headteacher/member of SLT must be informed
- The Headteacher/member of SLT meets with the perpetrator
- The victim is made aware that the above action is taking place
- The Headteacher/ member of SLT meets with the parents of the perpetrator on the same day after school or as soon as is possible. The parents will be informed of the bullying incident and what action has been taken by the school and asked to support strategies proposed by the school to tackle the problem
- The incident is recorded in CPOMs and a letter is sent or given to the perpetrator's parents
- A copy of the letter is kept in the child's CPOMs file
- The victim's parents are seen by the class teacher or Headteacher/member of SLT and the parents are informed what action has been taken by the school. They are asked to keep the school informed if the bullying has not stopped.
- The consequences of the bullying will depend on the seriousness of the event and the child's behavioural history and may include: missing playtimes, letters/cards of apology, internal exclusion from peer group, fixed term exclusion, permanent exclusion
- Staff will monitor the victim and the perpetrator/s involved to ensure that bullying does not take place again
- The school's inclusion team reports all incidents of bullying to the Governor's Safeguarding group

Guidance for Pupils

If you are being bullied or see someone else who you think is being bullied:

- If it is safe, tell the bully to stop, or walk away
- Tell an adult immediately
- If you feel you cannot tell an adult directly, tell someone you trust e.g. a friend, your parents or an anti-bullying ambassador
- Tell an adult if you think someone else is being bullied

Guidance for Parents

If you believe your child has been bullied:

- Reassure your child that you and the school will work together to resolve the problem
- Contact the school immediately to report any suspicion of bullying
- If the bullying does not stop, inform the school so that further action can be taken
- Ensure that you know about our complaints procedure and how to use it effectively.

Please do not take matters into your own hands by approaching the other child or their parent, but contact the school and trust in the procedures that are in place.

Preventing bullying

To prevent bullying, we will:

- Regularly gather children's views on the extent and nature of any bullying e.g. through focus groups, school council and pupil surveys
- Ensure children know how to express worries and anxieties about bullying
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying activities in school
- Recruit and train anti-bullying ambassadors (pupils and staff)
- Offer support to students who have been bullied
- Work with children who have been bullied in order to address the problems they have.
- Regularly remind children of the school Golden Rules and our school values
- Deliver regular anti-bullying assemblies
- Put up anti-bullying posters and provide opportunities for children to design and make posters to inform others about bullying
- Work with the school council to design a child-friendly anti-bullying policy/leaflet

Links to other policy documents

This policy should be read in conjunction with the following documents:

- Safeguarding Policy
- Behaviour Policy
- Exclusions Policy

Responsibilities

Ruth Vince: Headteacher and Deputy Designated Safeguarding Lead

Emily Bettoni: Assistant Headteacher and Acting Designated Safeguarding Lead (DSL)

Sharon George: Deputy Designated Safeguarding Lead

Catrin Cunnington: Assistant Headteacher and SENCo

Policy Monitoring and Review

This policy is available on the school website and a copy of this policy will be available to all members of the school community through the school office.

This policy will be reviewed every two years by the Governing Body.