



St Nicholas CE Primary School

Anti – Bullying Policy

(Reviewed February 2018)

'OUR CHRISTIAN COMMUNITY GROWING AND LEARNING TOGETHER'

The first part of this policy was written using the ideas of the children at our school by members of the School Council

The vision for our school tells us:

"To respect the differences in other people and uphold the right of every individual to safety, learning, happiness and respect."

We hope this policy will help children to be happy in our school by getting rid of bullying not exclude any child for any reason.

The inspiration for our policy is from Acts 9 when Saul converts to become Paul.

What is bullying?

Bullying is when people are mean to you, target, or hurt you regularly.

What are the different types of bullying?

- When they call you names (including racist words)
- When they say nasty things about you, or how you look
- When you feel threatened
- When someone hurts you physically by punching, pushing or kicking you
- When people ignore you or whisper about you
- When people steal from you
- When they make fun of you
- When they leave you out
- When they are nasty on the phone or internet (cyber-bullying)
- When people use threats to decide who can play e.g. "If you play with him/her, I won't be your friend."
- When people talk about you behind your back.

Why do people bully?

- If they don't feel good about themselves
- If they are jealous of you
- They like to think they are in charge
- To get their own way
- They might have been bullied themselves

What are good ways to stop bullying?

- Tell someone – a friend, an adult at school, your parents, use a worry box
- Stand up to the bully
- Do not ignore bullying if you know someone is being bullied, even if it does not involve you
- Don't gang up on one child
- Be kind to everyone

What should children do if they know someone is being bullied?

- It doesn't matter who it is – friend or not
- Tell someone you trust an adult in school – your teacher or a teacher on duty
- Put a letter in the worry box
- Help the person being bullied to tell someone, their parent or teacher
- Help the person being bullied to stand up to the bully
- Tell the person being bullied it's not their fault

What are the ways of telling someone if you're not happy?

- Each class should have a worry box
- Talk about it at circle time
- See your teacher at a special time

How should you behave towards a bully?

- Try to forgive them
- Pray for them

Signatures of the school council:

Yr 2 _____

Yr 3 _____

Yr 4 _____

Yr 5 _____

Yr 6 _____

The second part of this policy is guidance and practice for teaching and support staff

Aims of the Anti-Bullying Policy

- To prevent children from unhappiness caused by bullying
- To react to bullying incidents in a reasonable and consistent way
- To safeguard the pupil who has experienced bullying and trigger support for the child
- The school acknowledges its responsibility to eliminate racial, age, disability, gender or sexual orientation discrimination, harassment and victimisation and promote positive attitudes towards and between disabled persons, persons of different racial groups and genders, and sexual orientation. We aim to promote tolerance and challenge

discrimination, harassment or victimisation within the school community including that which may result from association with others or perceived characteristics of individuals, even if these characteristics are mistaken.

- The school follows the Church of England's guidance (2017) on challenging homophobic, biphobic and transphobic bullying and promotes positive behaviour in relation to sexual orientation.
- Incidences of racist, homophobic, biphobic and transphobic bullying are reported to the Aquinas Church of England Education Trust on a half termly basis.

Action to be taken by school staff

- Make a report of all instances of bullying behaviour in the 'Silver' Safeguarding and Behaviour log books, with clear details and the action taken.
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Encourage pupils to report bullying in confidence using a variety of methods.
- Contact parents promptly when issues of bullying come to light, whether their child is the one being bullied or the one doing the bullying.
- Use opportunities throughout the school calendar and at appropriate times of the school day to raise awareness of the negative consequences of bullying (e.g. Anti-Bullying Week in November of each year; circle time and whole-school assemblies).

Sanctions

- A child who has been found to have been involved in bullying behaviour towards another child will face appropriate and reasonable sanctions.
- Disciplinary penalties have three main purposes, namely to:
 - impress on the perpetrator that what he/she has done is unacceptable;
 - deter him/her from repeating that behaviour; and
 - signal to other pupils that the behaviour is unacceptable
- Sanctions for bullying are intended to hold pupils who bully to account for their behaviour and ensure that they face up to the harm they have caused and learn from it. They also provide an opportunity for the pupil to put right the harm they have caused.

Further information and guidance can be found:

<http://www.childline.org.uk/Explore/Bullying/Pages/Bullying.aspx>

<http://www.anti-bullyingalliance.org.uk/>

<http://www.kidscape.org.uk/>

<http://www.bullying.co.uk/>

<http://www.stopbullying.gov/>

Appendix 1

Questions to aid identifying 'bullying behaviour':

- what has happened to you;
- how **often** it has happened;
- who was involved;
- who saw what was happening;
- where it happened; and
- what you have done about it already.

Possible advice to offer a child who feels they are being bullied:

- try to stay calm and look as confident as you can;
- be firm and clear – look them in the eye and tell them to stop;
- get away from the situation as quickly as possible; and
- tell an adult what has happened straight away or, if you do not feel comfortable telling an adult, tell another pupil.
- tell a teacher or another trusted adult member of staff in your school
- tell your family;
- if you are scared to tell a teacher or an adult on your own, ask a friend to go with you;
- keep on speaking until someone listens and does something to stop the bullying; and
- don't blame yourself for what has happened.

The academy processes personal data in accordance with the data protection principles embodied in the General Data Protection Regulations (GDPR). The academy complies with the requirements of the GDPR as detailed in the Trust data protection Policy.

All staff are aware of the principles of data protection and will not process personal data unless necessary. The academy safeguards the personal data it collects through the operation of the Trust's data protection policy and processes and the IT policy. In addition, the academy has taken steps to ensure that all its contracts that process data have the GDPR compliant provisions.

