



St. Peter's C. of E. Primary Academy – Bullying Policy

Date	Review Date	S.P.P.A. Coordinator	Nominated Governor
December 2017	December 2018	Mr. L Dolphin	Mr. Broddle

Values and Beliefs

Bullying is unacceptable behaviour. It happens in all schools and many children are involved in it at some time. St Peter's C. of E. Primary Academy is committed to creating a safe environment where children can learn and play, can talk about their worries, confident that an adult will listen and offer help and support.

We will make it clear to children, staff, parents / carers and governors that when bullying happens we will work as a community in accordance with the policy set out in this document to help both people who are harmed and the perpetrators.

We will ensure the safety of the targeted pupil and do our best to support improved behaviour from the perpetrator.

Our Mission Statement

Peace, Hope & Joy

Definitions of bullying

Bullying can be defined as **deliberately hurtful behaviour, repeated over a period of time** and involves an imbalance of power, leaving the victim feeling defenceless. The main types of bullying can be identified as:

- Physical - Kicking, hitting, pushing, taking belongings
- Verbal - Name calling, taunting, making offensive comments
- Indirect - Excluding people from groups and spreading hurtful and untruthful rumours
- Cyber-bullying - The use of text messaging, emailing, videoing and internet usage, deliberately, to upset someone else.

What is Bullying?

Rest assured St. Peters C. of E. Primary Academy takes bullying very seriously! However, the term "bullying" does need to be clarified. It is our experience, after investigation, many children who speak about being bullied have in fact fallen out with another child. This may have resulted in inappropriate behaviour, but is not bullying.

The Anti-Bullying Alliance defines bullying as:

'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power' (2015).

It can happen face-to-face or through cyberspace (online, via social media or texting). This may take two forms. The most obvious situation is where one or more children, on repeated occasions, deliberately act in such a way as to distress another child. In such cases, the bullies are more readily identifiable. There may be cases, however, where a child is subjected to inappropriate behaviour on repeated occasions, but the perpetrators change from incident to incident. In these cases, it is not always appropriate to label individual children as 'a bully'.

Our School Councillors (December 2018) agreed the following statement and define bullying as,

'hurting other children, on purpose, again and again, to show they are superior'

We make reference to the acronym below to help children understand that bullying is hurtful behaviour that happens:

**Several
Times
On
Purpose**

Aims and objectives of the policy

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

Bullying will not be tolerated!

St. Peter's Primary Academy will fulfil its legal duty of care to ensure its pupils do not come to harm. This includes the reporting of all bullying incidents which have been identified as such, using the policy definition. This reporting is done to the deputy head teacher, Mr Dolphin. As a school we regularly monitor incidents of bullying and report to our head teacher, Mr Smedley and governors every term.

Schools Strategies for dealing with bullying

Pupils, who have been bullied or have seen others being bullied, should report this to a member of staff. The concern is logged in our 'Bullying File' held by the deputy head teacher, Mr Dolphin. Where bullying is of a racist nature, we will record this using the 'Racial Incident Report Form' held by Mrs Salter and the head teacher will be immediately informed. This procedure is replicated when there is a bullying incident relating to homophobia. Members of staff who receive reports that a pupil has been bullied will take action as recommended in this policy. All reports will be taken seriously and will be followed up by Mr Dolphin (Behaviour & Bullying Lead).

Bullying outside the school premises

Our school cannot be held responsible for bullying that occurs off the premises, but we know that it can occur outside the school gates and on journeys to-and-from school. Cyber bullying can also have a huge impact on the welfare of a child. The bullying may be done by pupils from our own school or by individuals elsewhere. Where a pupil or parent / carer tells us of bullying off the school premises we will encourage, if it is appropriate, parents to report this to our P.C.S.O. who will investigate the issues and take the appropriate action. They can be reached via the following website:

<https://www.humberside.police.uk/teams/croft-baker>

Cyberbullying is taken very seriously and the school will follow our agreed policy to address any such issues. We have numerous supporting organisations on our school website who can offer advice and support.

Identifying Signs of Bullying

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware that some of the possible signs are:

- They are unwilling to go to school or enter on arrival
- There is a deterioration in school work
- They become withdrawn
- They become distressed
- They have an erratic attendance
- They have unexplained bruises and/or scratches
- They have their school clothes or books are being destroyed regularly
- Their possessions go missing
- They ask for money or begin stealing
- They are frightened to say what is wrong
- They have a lack of self-esteem
- They become disruptive or aggressive
- They give improbable excuses to explain any of the above

The role of the Governors

The governing body supports the head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately. The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly in conjunction with both the head teacher, Mr Smedley and the deputy head teacher, Mr Dolphin.

The governors require the school to keep accurate records of all incidents of bullying and to report to them, on request, about the effectiveness of school anti-bullying strategies.

The roles of the Head Teacher and his Bullying Coordinator

Ultimately, 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 deal with incidents of bullying. Day-to-day management of the policy is given to the deputy head to implement the policy. The deputy head teacher then reports to the head teacher, governing body and the academy trust (LAAT) about the effectiveness of the anti-bullying policy each term.

The head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our school. It is the responsibility of all adults in school to draw the attention of children to this fact at suitable moments. For example, if an incident occurs, the Senior Leadership Team may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. The head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The head teacher sets the school climate of mutual support and praise for success, so making bullying less likely.

When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the Teacher

All incidents involving allegations of bullying have to be immediately referred to the deputy head teacher (if unavailable – another member of the Senior Leadership Team). All allegations will be investigated on the same day by the deputy head teacher and parents will be informed immediately if there is enough evidence to suggest bullying has occurred.

Exclusion may be considered, in extreme cases, but advice will be taken from our academy trust, LAAT.

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own behaviour records of all incidents that happen in their class regarding the children under their care. If teachers witness an act of bullying or suspect bullying is taking place, they do all they can to support the child who is being bullied. They will tell the Bullying Lead (Mr Dolphin) immediately – we do not wait!

We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is indeed bullying

another individual, we will then invite the perpetrator's parents into the school to discuss the situation in detail.

In more extreme cases, for example where these initial discussions have proven ineffective, the head teacher may contact external support agencies such as the social services.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of the Parent

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's Anti-Bullying Policy and to actively encourage their child to be a positive member of the school.

The role of the Child

Every one of the children at St. Peter's Primary Academy have the right to feel physically and emotionally 'safe'. It is their right to:

- Be free of insult, derogatory terms and teasing
- Be able to associate with other young people for companionship and friendship.
- Be included by all pupils in play and learning activities

We, as a school, encourage every child to speak up when they personally experience or see bullying occurring. Each class has an 'Anti-bullying' display that reminds children of our expectations and includes suggestions on how to seek support if they or others have a problem. Those children who feel unable to speak up have access to 'I need help!' slips that can be dropped into class Worry Boxes or posted on the exterior door of the deputy head teacher's door. These are checked regularly and any issues arising are discussed in class during P.S.H.E. lessons.



It is the job of all adults and children to stop incidents involving unacceptable behaviour before they could potentially turn into incidents of bullying.

Good lines of communication are vital!

Procedures for Monitoring of the Policy

The school will monitor bullying by:

- Keeping records of all incidents that fit the criteria for bullying
- Analysing the raw data from our pupil surveys
- Parental complaints
- Discussions with all staff throughout the academic year

Evaluating the Policy

We will evaluate our Anti-Bullying Policy using the following measures:

- The number of incidents that are reported to staff
- Pupils' perceptions of bullying in school, through targeted assemblies
- From pupils' PSHE activities/weekly Jigsaw lessons
- From parent / carer questionnaires.
- From the comments made by visitors and other people connected to the school.

Ownership of this policy

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll. The deputy head teacher, under the instruction of the head teacher, is responsible for introducing and implementing this policy. However, all staff, all pupils and their parents / carers have an active part to play in the development, maintenance of the policy and its ultimate success.

Head teacher, Mr Smedley:		Date:	
Chair of Governing Body, Mr J Broddle:		Date:	