



St Mary's C of E (Aided) Primary School, Pulborough



A Christ-centred school with a child-centred curriculum

ANTI-BULLYING POLICY

This policy was adopted in: April 2019

The policy will next be reviewed in: April 2022



St Mary's CE (Aided) Primary School is a Christian School. We will enable children to become wise, confident, successful learners with the motivation, skills and responsibility to make a positive difference in God's world. Our school values are underpinned by our Mission statement:

A Christ-centred school with a child-centred curriculum.

It is this statement that, in partnership with parents, we will instil in the children of the school.

SCHOOL DETAILS

St Mary's CE (Aided) Primary is a Voluntary Aided Church of England Primary School for children aged between 4 -11. There is a strong Christian ethos in the school. The school has a strong Parent-Teacher Association. There are a few children in each year group with special educational needs.

PROCEDURES TAKEN

Each year the School Council review our behaviour guidelines and our anti-bullying approach. The School Council also highlight our anti-bullying approach bi-annually in assemblies and in 2015 produced an anti-bullying leaflet for parents and children. Staff have been trained in the 'Support Group Method' when dealing with bullying. School and Class Councils have historically been involved in finding a definition of bullying. The profile of this issue has been raised throughout the school, through circle time, PSCH lessons, through the school council and assemblies. Staff and children have agreed that bullying will not be tolerated in St Mary's CE (Aided) Primary School.

DEFINITIONS

WHAT IS BULLYING?

Bullying is unwanted, aggressive behaviour that involves a real or perceived power imbalance. The behaviour is repeated, or has the potential to be repeated, over time.

There are three types of bullying:

- Verbal bullying is saying or writing mean things. Verbal bullying includes:
 - Teasing
 - Name-calling
 - Inappropriate sexual comments
 - Taunting
 - Threatening to cause harm



- Social bullying, involves hurting someone's reputation or relationships. Social bullying includes:
 - Leaving someone out on purpose
 - Telling other children not to be friends with someone
 - Spreading rumours about someone
 - Embarrassing someone in public

- Physical bullying involves hurting a person's body or possessions. Physical bullying includes:
 - Hitting/kicking/pinching
 - Spitting
 - Tripping/pushing
 - Taking or breaking someone's things
 - Making mean or rude hand gestures

Bullying is unacceptable behaviour such as violence towards others, bad language and threatening behaviour. It is something that takes place again and again. (DV Head Boy and School Council 2018- 2019)

There are lots of types of bullying that can happen such as cyber bullying, bullying via social media, physical bullying and exclusion where people don't let others join in with their activities. (AG School Council 2018-2019)

Bullying is consistently and deliberately hurting somebody physically, verbally or emotionally. Bullying happens more than once. (School Council)

Bullying can be:

Name calling, hurting physically e.g. punching, racism, teasing, ignoring and leaving people out, swearing at someone, lying about someone, spreading rumours, damaging property, nasty looks. (School Council)

Bullying will not be tolerated in St Mary's CE (Aided) Primary School. It is not an acceptable part of growing up. Every pupil has the right to enjoy learning and leisure, free from intimidation. Pupils are encouraged to support each other by reporting all instances of bullying. The School Council hold a bi-annual poster competition to encourage this and the subject is reinforced through the teaching of PSCE (Personal, Social, Citizenship and Health Education) which addresses bullying, stereotyping and differences within our society.



THE SCHOOL'S APPROACH TO BULLYING

Bullying, both verbal and physical, will not be tolerated in this school. It is everyone's responsibility to prevent it happening and with this in mind we have laid down the following guidelines. The school will react firmly and promptly where bullying is identified. There is a range of sanctions available to the staff depending on the perceived seriousness of the situation. Some of these include:

- Support Group Method to be used. Teacher/ adult to discuss incident with victim, bully and a few bystanders.
- Follow up meeting.
- Referral to Head. Contact with all parties involved i.e. Head, parents, victim, bully and bystanders.
- Use of behaviour policy e.g. loss of Golden Time and Time Out.
- Exclusion from class.
- Exclusion from school during lunchtime.
- Exclusion from school.

The school will:

- Support children who are being bullied. This may include the setting up of support networks and bully meetings.
- Help bullies to change their behaviour by giving strategies and setting up support networks and bully meetings.
- Take bullying seriously and find out the facts of any incident.
- Meet those concerned individually and as a group.
- A member of staff, chosen by the victim, will regularly (weekly) monitor the situation and support the victim.
- Use peer group pressure to actively discourage bullying.
- Break up bully groups where it seems necessary.
- Involve parents at an early stage.
- Help children develop positive strategies and assertion (through PSHCE curriculum and circle time activities).
- Implement buddy bands during play time so that children always know there is someone they can play with.
- Develop relationships between older children and younger children through mentoring, and setting a good example. Year 5 are allocated a pupil from Reception class to mentor and regular meetings are established between the two year groups.



- Ensure every child has an Anti-Bullying card in their school trays which supports and advises them on what they can do and who to speak with should they have concerns over bullying.
- Provide and monitor a school worry box whereby children are able to contact a member of staff by leaving a written note detailing their concerns.
- Reinforce a zero tolerance for bullying during Anti-Bullying week of which takes place annually during the Autumn Term. Children are encouraged to produce posters in support of anti-bullying. The School Council deliver a whole school assembly where a clear understanding of the different forms that bullying that can take place are addressed. The support provided to all pupils is highlighted to ensure each pupil is aware of what assistance is available to them.
- Be equally concerned about bullying to and from school.
- Record incidents of bullying in a consistent way that allows for monitoring of behaviour.
- Discuss with and involve children in agreeing expected behaviour. (Through PSCH lessons, and class charters etc.)
- Request help from S.E.N. Support Services and the Early Help Team.
- Involve the police where necessary.
- Obtain apologies from bullies.
- Insist 'borrowed' or stolen items are returned.

It is everyone's responsibility to prevent bullying.

PARENTS

It is always a good idea to take an active interest in your child's social life and chat about friends and their activities in and out of school. As well as keeping up to date with your child's friendships you may well learn of disagreement or difficulties.

Watch for signs of distress in your children. There could be an unwillingness to attend schools, headaches, stomach aches, etc. Maybe toys or equipment are going missing or there are requests for extra pocket money, etc. There are many reasons why your child may be unsettled at school, bullying is always a possibility.

If you think your child is being bullied, inform the school immediately and ask for a meeting with the class teacher.

If you are dissatisfied with the outcome, request a meeting with the Head.

If you are still dissatisfied, speak to a Governor about your problem.

Remember it is everyone's responsibility and allow the school time to investigate the problems. All reports will be investigated urgently.

The School Council have decided on a set of procedures for the children to follow:



IF YOU ARE BEING BULLIED:

- Try to ignore the bully's comments. If they do not stop tell an adult.
- Try to act confidently - even if you do not feel this way inside.
- Get your friends together and say no to the bully.
- We all have differences, be proud of yours; it's good to be an individual.
- Avoid being alone in places where bullying happens.
- If you feel you are in danger, get away as quickly as possible and find an adult to help you.

YOU CAN HELP STOP BULLYING:

- Don't stand by and watch - fetch help.
- Show that you and your friends disapprove.
- Be careful about teasing or personal remarks - imagine how you might feel.
- If you know of serious bullying, tell an adult that you trust.
- A bully is as big as you let them be. Tell an adult at any time!

Anti-bullying Code (School Council)

BULLYING – ADVICE FOR CHILDREN

St Mary's CE (Aided) Primary School is a listening school with lots of people ready to help. If you are being bullied, obviously you want it to stop. Don't blame yourself. It is the bully who is at fault. Do something about it. A bully is as big as you let them be. Tell on them.

IF YOU ARE BEING BULLIED:

- Firmly say: 'Stop doing that. I don't like it.'
- Walk away immediately and find a friend or adult. At lunch time, talk to the Peer Mediators/Buddy Bands.

IF THE BULLYING DOES NOT STOP:

- Tell your teacher, another adult or a friend.
- Keep on speaking up until someone listens.
- Also tell your family.



TEACHERS

LISTEN – BELIEVE – ACT

Watch for early signs of distress in pupils. Listen carefully and respond to all incidents. Offer the victim immediate support and help by putting the school's procedures into operation. Begin the 'Support Group Method'. Use all your pupils as a positive resource in countering bullying.

The following steps may be followed in recording the incidents of bullying:

- The bullied pupils should record the events in pictures or writing if possible.
- Bully meeting may take place and support groups set up.
- The parents/carers of the pupils involved should be informed of strategies implemented.
- Head teacher to be informed.
- The parents/carers of the pupils should be asked if they wish to respond.

STRATEGIES TO PREVENT BULLYING

- We aim to create positive classrooms where good behaviour is expected from all.
- We try to notice what happens outside the classroom as well as inside it.
- We show an interest in all children.
- We encourage children to support each other.
- We vary the ways in which we group children so that they learn to collaborate with each other.
- We pair and group children for working so that they teach and learn from each other.
- We endeavour to be fair and consistent in our dealings with children.
- We insist on children telling the truth.
- We praise good behaviour as much as possible.
- We have classroom routines.
- We involve children in classroom management.
- We talk to children about behaviour.



PROCEDURE

Bullying is treated seriously.

Children will be listened to.

Anti- Bully meetings will take place.

A member of staff will support the victim.

Appropriate strategies for the bully and victim will be given.

Apologies will be made.

Damages to property will be addressed.

Parents will be informed.

The incident will be recorded.

Anti-bullying strategies will be addressed in PSCH and assemblies.

The anti-bullying code will be available for parents and children, printed in the prospectus and in small credit card format for all the children.

Further Information:

Cyber bullying is addressed through our modules of work on E-safety (E-safety Policy)

Useful websites dealing with bullying are outlined below:

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

<https://www.thinkuknow.co.uk/>

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

Strategies used when dealing with anti-bullying are outlined in the website below, including the Support Group Method.

<http://www.antibullyingworks.co.uk/resources/intervention-strategies/>

