



# St Bartholomew's CE Primary School

## Anti-Bullying Policy

### What is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated often over a period of time, where it is difficult for those being bullied to defend themselves.

### What isn't Bullying?

We recognise that disagreements between individuals in any organisation are inevitable and that a crucial life skill is learning to resolve such conflicts. When they occur, such one off events will be used as a means to develop children's personal, social and moral understanding. However the incident will only be regarded as bullying if it conforms to the above definition.

### The four main types of bullying are:

- physical (hitting, kicking, pushing, taking or hiding belongings)
- verbal (name calling, teasing, insulting, threatening, racist remarks)
- indirect (spreading rumours, excluding someone from social groups, looks, gossiping).
- Cyber bullying:( nasty messages, emails, phone calls and through wider uses of technology)

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, lacking concentration or truanting from school. We encourage our pupils to report incidences of bullying to themselves or to report their concerns about the treatment of others to an adult in the school.

The school's teaching and support staff are alert to signs of bullying and act promptly and firmly against it in accordance with this school policy.

### Statutory Duty

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### Implementation

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident is normally dealt with immediately by the member of staff who has been approached
- an account of the incident should be recorded in the class behaviour log
- if appropriate the incident will be referred to the Head teacher for further investigation

- the Head teacher will interview all concerned if deemed necessary and will record the investigation in a dated record.
- parents will be informed where clear instances of bullying are established
- bullying incidents will be recorded in the bullying/racist incident log.
- punitive measures may be imposed in accordance with the school behaviour and discipline policy and in consultation with all parties concerned

## **Pupils**

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a member of staff
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil where necessary

Pupils awareness of the nature and impact of bullying is raised through a structured programme of learning delivered through our PSHE/SEAL and Citizenship curriculums and the school engages in the national anti-bully week initiative. The subject is also a topic of study in our collective worship programme and is addressed through cross curricular study in aspects of the curriculum other than PSHE/SEAL and Citizenship as appropriate to the learning objective.

## **Monitoring and review**

- The governors monitor the bullying policy, in order to ensure that all instances are handled properly. The headteacher logs all instances of bullying in the school and reports any instances to governors at each full governors meeting.
- This policy will be reviewed every two years, or before if necessary.

Reviewed: April 2016  
 Reviewed: April 2018  
 Review Date: April 2020

Signed: .....Headteacher