

# A St. Michael's CE (VA) Junior School Policy



## ANTIBULLYING POLICY

<i>Reviewed by Full Governing Body:</i>	Spring 2018
<i>Ratified by Full Governing Body:</i>	Spring 2018
<i>To be reviewed:</i>	Spring 2019

### **Other documents consulted/to be read in conjunction with:**

- *“Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies” DfE 2014*
- *Safeguarding Policy*
- *Behaviour Policy*
- *Keeping Children Safe in Education –DfE September 2018*

## **Rationale:**

We believe that all children should have a high self-esteem. They should feel safe, protected and able to talk to a member of staff on any matter that concerns them.

Bullying is therefore totally unacceptable. We seek to respond to all allegations of bullying immediately and take all concerns very seriously. At all times, we seek to be proactive and create an environment where bullying is prevented through creating and upholding a positive ethos of trust and mutual respect.

We endeavour to ensure that every child at St Michael's knows how to access help and support. The Pastoral Care Manager (PCM) and all staff are available to listen to any concerns (including bullying) that a child may have and act accordingly. The PCM, along with other staff, works to identify vulnerable children and proactively intervene where appropriate.

## **Definition of Bullying**

'Bullying is any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude.' (*ECC Anti-bullying Steering Group 2008*)

It can therefore be explained a

- Deliberate, hurtful behaviour
- It is repeated, often over a period of time; it is not random acts of aggression
- It is difficult for those being bullied to defend themselves

## **Forms of Bullying**

Bullying can take many forms but the four main types are:

Non-verbal (Physical): Hitting, kicking, taking belongings, intimidation – invasion of space, homophobic

Verbal: Name calling, insults, racist remarks, threats, taunting, homophobic

Indirect: Spreading rumours, exclusion from social groups

Cyber bullying: (see expanded section below)

Bullying can occur in any place at any time in places such as:

- playground
- classroom
- lunch arrangements
- toilets
- to/from school
- via cyber bullying

## **Cyber bullying**

Cyber bullying can be defined as the use of 'Information and Communications Technology (ICT), particularly mobile phones and the internet, deliberately to upset someone else.' (*DCFS 2007*)

Cyber bullying differs from other forms of bullying in that it can take place at any time and can invade previously safe places, such as the home. Cyber bullies can communicate

their message to a wide audience with remarkable speed and can often remain unidentifiable and unseen.

Categories of cyber bullying can include just some of the following:

- text message bullying
- Harassment via social media
- picture/video clip bullying via social media apps such as snapchat
- phone call bullying
- email bullying
- chat room bullying
- bullying through instant messaging
- bullying via websites
- unwanted sexting

### **Strategies for dealing with Cyber bullying**

We ensure that all e-communications used on the school site or as part of school activities off site are monitored. Blocking technologies are continually updated and harmful sites blocked. Security systems are in place to prevent images or information about pupils being accessed improperly outside school. Our behaviour policy states that mobile phones are not to be brought into school by children. Although cyber bullying is most likely to happen outside of the school, the school will support and liaise with parents, children and if necessary the police and other agencies to manage incidents successfully. The school regularly provides E-Safety talks for parents and this is included within the PSHE curriculum. Parents are also reminded that many social media sites/apps are for children above junior school age.

### **Bullying Outside of School**

The DfE Education and Inspections Act 2006 gives Headteachers the ability to ensure that pupils behave when they are not on school premises or under the lawful control of school staff. We will investigate, if appropriate, and act on any reported incidents of poor behaviour or bullying that takes place outside of school.

### **Procedure for all incidents**

We endeavour to ensure that every child at St Michael's knows how to access help and support. The Pastoral Care Manager is available to listen to any concerns (including bullying) that a child may have and act accordingly. The PCM, along with other staff, works to identify vulnerable children and proactively intervene where appropriate.

All allegations of bullying are brought to the attention of the Pastoral Care Manager and are investigated thoroughly. The PCM is the lead person for anti-bullying in school (with the support of all other teaching and support staff) These can be reported by staff, pupils and parents.

- Stage 1: Pastoral Care Manager gathers information from relevant parties (e.g. class teacher, other members of school staff, parents, pupils)
- Stage 2: Headteacher or Deputy Head teacher consulted and action agreed.
- Stage 3: Decision made as to whether an allegation is isolated incident or part of a pattern
- Stage 4: Appropriate action taken
- Stage 5: Liaison with relevant parties during and following action taken.
- Stage 6: Ongoing monitoring by PCM

### Action for isolated incidents:

Discipline will be dependent upon nature of incident but in line with our behaviour policy. Senior staff and PCM will be involved and records of any incident will be kept. PCM will continue to monitor.

### Action for 'pattern of behaviour' incidents

- PCM and Head/Deputy (in consultation with relevant parties) draw up action plan in response to incident, to include appropriate interventions for both victim and perpetrator.
- Parents contacted by phone to discuss the situation and arrange meetings, The meetings, to discuss the incident and agree the action plan, will include the victim, parent/carer, Pastoral Care Manager, Headteacher or Deputy Headteacher.
- Action plan implemented and monitored.
- Situation reviewed according to agreed timescales.

### **Safeguarding Children**

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering or is likely to suffer significant harm.' In these situations, the school will contact Social Care or involve other external agencies as appropriate.

### **Record Keeping**

Incidents and resulting investigations are recorded by the PCM and retained in the Pastoral Care file along with the action plan. Racial incidents are reported to the LA as part of the statutory process.

### **Curriculum**

Within all curriculum areas, and especially PSHE and Literacy, we take opportunities to explore bullying through discussion, role-play and stories. SEAL materials are used in support of this. We aim to promote sensitivity towards others so as to provide children with good behaviour models. The school participates in national Anti-bullying week, to help raise awareness.

To be reviewed – Spring 2019