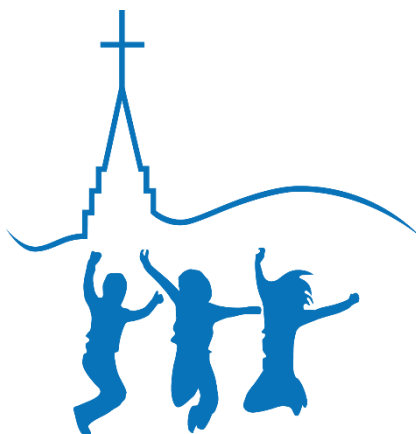


A St. Michael's CE (VA) Junior School Policy



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ANTI BULLYING POLICY

At St Michael's, by God's love and through our Christian values of Love, Faith, Respect and Courage, we celebrate uniqueness and nurture curiosity, enabling each child to flourish on their own rich learning journey; whilst contributing to the wider community.

By God's love, we all flourish together

<i>Reviewed by Pupil & Curriculum Committee:</i>	14.12.2022
<i>Ratified by Pupil & Curriculum Committee:</i>	14.12.2022
<i>To be reviewed:</i>	Autumn 2025

Other documents consulted/to be read in conjunction:

“Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies” DfE 2017

Safeguarding Policy September 2022

Behaviour Policy 2022

Keeping Children Safe in Education: Statutory guidance for schools and colleges (updated DfE Sept 2022)

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 very 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. All members of the school community are asked to use language that is respectful of and kind towards others and that does not perpetuate stereotypes or offend others.

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 Definition

'Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.' (Anti-bullying Alliance 2022)

'Bullying is any behaviour which is perceived by the targeted individual or any other person, as intending to hurt, intimidate, frighten, harm or exclude.'

It can therefore be explained as a:

- Deliberate, hurtful behaviour
- Derogatory language (casual or deliberate)
- 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

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

- playground
- classroom
- lunchtime
- toilets
- to/from school
- online bullying

All forms of bullying are always considered extremely seriously. It will be dealt with firmly with due consideration to the victim and the perpetrator. Where necessary, parents will be fully involved.

Forms of Bullying

Bullying can take many forms:

Physical: e.g. hitting, kicking, taking belongings, intimidation – invasion of space

Verbal: e.g. Name calling, insults, racist remarks, threats, taunting, homophobic comments, derogatory language

Indirect: Spreading rumours, exclusion from social groups

Online Bullying (Online bullying):

Online Bullying

Online bullying can be defined as 'bullying carried out through the use of electronic media devices such as computers, laptops, smart phones, tablets or gaming consoles' (Anti-Bullying Alliance 2022).

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

Categories of online 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 Online 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. The school regularly provides online 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.

Mobile Phones

Mobile phones brought to school must be handed in to the HT's office for safe keeping and may be collected once the pupil has been dismissed by their class teacher. Once collected at the end of the day, the phone must not be used until the child is off the school site. If phones are found on the child, during the day, they will be confiscated and parents contacted. The phones will remain at school until the parents can collect them. Mobile phones can only be brought in by year 5 and 6 pupils.

Bullying outside of school

The DfE Behaviour in Schools (September 2022) 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 or encourage parents to report any concerns to the relevant agencies. Although online 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.

Procedure for all incidents

We endeavour to ensure that every child at St Michael's knows how to access help and support. All adults 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.

All allegations of bullying are brought to the attention of the PCM and are investigated thoroughly. Staff, pupils and parents can report these.

- Stage 1: The PCM gathers information from relevant parties (e.g. class teacher, other members of school staff, parents, and 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 the PCM

Action for isolated incidents:

Consequences will be dependent upon nature of incident but in line with our behaviour policy. Senior staff and the PCM will be involved and records of any incident will be kept and logged on CPOMS. The PCM will continue to monitor.

Action for 'pattern of behaviour' incidents

- The 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 2004, 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 on CPOMS. Racial incidents are reported to the LA as part of the statutory process. Any derogatory language will be challenged, whether casual or deliberate and will be logged on CPOMS. Incidents of derogatory and homophobic language will be closely monitored and regular reports are located on CPOMS.

Curriculum

Within all curriculum areas, and especially PSHE we take opportunities to explore bullying through discussion, role-play and stories. We aim to promote sensitivity towards others to provide children with good behaviour models. The school participates in national Anti-bullying week, to help raise awareness. 'Beyond RSE' and 'Stonewall' educational resources are available in school.