

Date Written/reviewed January 2016	Date for Review <i>Review is undertaken by the Principal, SLT and LGB</i>
Principal Signature: LGB Chair Signature:	<i>This policy will be amended to reflect any changes in the practice described in this document.</i> <i>In the case of this policy amendment forms part of the AIP. A draft will be shared with staff and governor in T4. New policy in place at the beginning of T5.</i>



St. Katharine's Church of England Primary School **Anti-Bullying Policy**

From Little Acorns Great Oaks Grow

Aims and objectives

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to benefit fully from the opportunities available at schools.

**this policy should be read in accordance with our policy on the appropriate use of Social Media*

Bullying is defined as deliberately hurtful behaviour, **repeated over a period of time**, where it is difficult for those being bullied to defend themselves. The three main types of bullying are:

- physical (hitting, kicking, theft);
- verbal (name calling, racist, homophobic, transphobic, biphobic and cyber bullying and other discriminatory remarks);
- indirect (spreading rumours, excluding someone from social groups).

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 reluctance to attend school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory duty of schools

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.

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Implementation

School

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached;
- A clear account of the incident will be recorded and Shared with the head teacher and a further record kept in the behaviour book;
- The head teacher will interview all concerned and will record the outcome/s of this follow up meeting;
- Class teachers will be kept informed and, if it persists, the class teachers will inform other relevant members of staff; such as LSAs and MDSAs
- Parents will be kept informed;

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with the class teacher or member of staff of their choice;
- reassuring the pupil;
- offering continuous support;
- restoring self-esteem and confidence;
- Opportunity to have 1-1 time with our trained ELSAs (emotional literacy support assistant).

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
- Opportunity for 1-1 time with our trained ELSAs (emotional literacy support assistant).

The following disciplinary steps can be taken:

- official warnings to cease offending;
- exclusion from certain areas of school premises;
- temporary exclusion from playtimes and lunchtimes
- minor fixed-term exclusion;
- major fixed-term exclusion;
- permanent exclusion.

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Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE, class circle-time, class and whole school worship, as appropriate, in an attempt to eradicate such behaviour.

ELSA Support

Any incidents of persistent or prolonged bullying will be discussed with our team of Emotional Literacy Support Assistants. This discussion may lead to a referral being made and a sequence of support sessions being timetabled for any of the children involved.

Monitoring, evaluation and review

- ✓ The school will review this policy annually and assess its implementation and effectiveness.
- ✓ The school uses the annual 'Ofsted' questionnaire, to parents, to enable it to review parental attitudes to the effectiveness of the school Anti-bullying policy
- ✓ The policy will be promoted and implemented throughout the school.