



**GENESIS**  
EDUCATION TRUST

# **Anti-Bullying Policy**

**ST MARGARET'S**

**Written by:** LGB

**Ratified:** Summer 2020

**To be reviewed:** Annually

**Next Review:** Summer 2021

## **Introduction**

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a telling school. This means that anyone who knows that bullying is happening is expected to tell staff.

## **Christian Values**

Our Christian Values underpin our whole school approach towards behaviour.

## **Aims and objectives**

Bullying is wrong and damages individual children. We, therefore, do all we can to prevent it by developing a school ethos in which bullying is regarded as unacceptable.

Pupils who are bullying need to learn different ways of behaving.

We aim as a school to produce a safe and secure environment where all can learn without anxiety.

All governors, teaching and non teaching staff, pupils and parents should have an understanding of what bullying is through the distribution of this policy.

As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported

## **Bullying, defined as a behaviour over a period of time, can be**

- Emotional - being unfriendly, excluding, tormenting.
- Physical - pushing, kicking, hitting, punching or any use of violence.
- Sexual – unwanted physical contact or sexually abusive comments.
- Verbal – name-calling, sarcasm, spreading rumours, teasing.
- Electronic- all areas of internet, such as email & internet chat room misuse. Mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities.
- Prejudicial – bullying related to race, religion, culture, SEN, Sexual orientation or bullying of young carers or looked after children.

## **Signs and symptoms**

- A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and should investigate if a child:
  - is frightened of walking to or from school;
  - begs to be driven or escorted to school by an adult;
  - changes their usual routine;
  - is unwilling to go to school (school phobic);
  - begins to truant;
  - becomes withdrawn, anxious or lacking in confidence;
  - starts stammering;
  - attempts or threatens suicide or runs away;
  - cries themselves to sleep at night or has nightmares;
  - feels ill in the mornings;
  - begins to do poorly in school work;
  - comes home with clothes or property damaged;
  - asks for money or starts stealing;
  - has unexpected cuts or bruises;
  - becomes aggressive, disruptive or unreasonable;
  - bullying other children or siblings;
  - stops eating;
  - is frightened to say what is wrong;
  - gives improbable excuses for any of the above;
  - is afraid to use the internet or mobile phone;
  - is nervous or jumpy when a cyber message is received.

## **The role of the governors**

The governing body supports the Head of School/Headteacher/Executive Head in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the effectiveness of the school policy regularly. The governors require the school to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti – bullying strategies.

The governing body responds within 10 days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher/Head of School/Executive Head and requests him/her

to conduct a thorough investigation into the case and to report back to a representative of the governing body.

### **The role of the Headteacher/Head of School/Executive Head**

It is the responsibility of the Headteacher/Head of School/Executive Head to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

The Headteacher/Head of School/Executive Head ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.

The Headteacher/Head of School/Executive Head draws the attention of children to this fact at suitable moments. For example, if an incident occurs, they may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being sanctioned.

The Headteacher/Head of School/Executive Head ensures that all staff received sufficient training to be equipped to deal with all incidents of bullying.

The Headteacher/Head of School/Executive Head sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The role of the teacher**

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied (defined as behaviour over a period of time), then the HT/DHT will be informed and the teacher will contact the child's parents to discuss this and explain measures which are being put in place to stop this situation.

All incidents of bullying are logged in the Bullying Register.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve

counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has been bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

If a child is repeatedly involved in bullying other children, we inform the HT/DHT and – if the child is on the SEND register - the SEND leader.

We then invite the child's parents into the school to discuss the situation.

In more extreme cases, for example where these initial discussions have proven ineffective, we may contact external support agencies such as social services.

Teachers routinely attend training, which enables them to become fully equipped to deal with incidents of bullying and behaviour management.

### **The role of parents**

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

If parents feel that their concern has not been resolved with the class teacher, they should make an appointment to see the Deputy Head. Following this, an appointment should be made with the Headteacher/Head of School/Executive Head.

Should the concern remain, the final step would be to take the matter to the Chair of Governors.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Outcomes**

- The bully/bullies may be asked to genuinely apologise. Other consequences may take place.
- In serious cases, suspension or even exclusion will be considered
- If possible, the pupils will be reconciled
- After the incident/s have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

## **Procedures**

Report bullying incidents to staff.

All cases of bullying will be recorded by individual staff and recorded in the school's bullying register.

Parents should be informed and will be asked to come in to a meeting to discuss the problem.

If necessary and appropriate, police will be consulted.

The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly

Action will be taken to help the bully/bullies change their behaviour.

## **Prevention**

We will use a range of methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school values and why these are important;
- signing a behaviour contract;
- writing stories or poems or drawing pictures about bullying;
- reading stories about bullying or having them read to a class or assembly;
- making up role-plays;
- having discussions about bullying and why it matters;
- holding Anti – bullying weeks;
- involving the learning mentor;
- Incorporating the Christian and British values in all we do in school.

## **Monitoring and review**

This policy is monitored on a day-to-day basis by the Deputy Heateacher, who reports to governors about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness regularly.