
SAINT NICHOLAS SCHOOL

ANTI-BULLYING POLICY

Note: This policy applies to all sections of the school including EYFS

Reviewed April 2016

Review Date April 2017

Related policies - Behaviour Policy, Playground Policy and Rewards & Sanctions Policy.

1. INTRODUCTION

We are committed to providing a caring, friendly and safe environment for all of 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 inform a member of staff 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 the staff.

2. AIMS

The aim of the school's 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 issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school.

At Saint Nicholas, we aim to foster a climate of consideration and respect for others in which bullying behaviour, rather than the bully or bullies, is rejected. Children should have the opportunity to discuss bullying, both generally and after specific incidents, so that they understand that it is unacceptable in a civilised and happy environment.

3. DEFINITION

Bullying can be defined as repeated and persistent unkind behaviour towards another person, which may result in physical, emotional or mental harm. This could involve physical injury, but more often consists of personal verbal taunts, repeated exclusion from games or other group activity, demoralising comments or gestures, coercion, intimidating threats and extortion, or the frequent making of jokes at one person's expense.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber 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

3.1 Indications of bullying

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- self-harm
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully or bullies)
- continually loses monies
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

4. RESPONSIBILITIES

4.1 School

In order to limit the effects of bullying behaviour, the school will:

- raise the awareness of the nature of bullying through inclusion in PSHE, form tutorial time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour
- encourage assertive, rather than aggressive, responses from pupils towards bullying behaviour
- encourage group responsibility in supporting individual pupils against bullying behaviour
- help those who show bullying behaviour to understand its unacceptability
- discourage pupils from reacting to aggression with further aggression, informing parents of this and discouraging them from giving this advice to their children
- reduce the likelihood of bullying incidents by careful monitoring of high risk areas and times by staff.
- support pupils in helping them to learn to identify bullying, both against themselves and towards others.

4.2 Pupils

Pupils should:

- talk to an adult if they feel they are the victim of bullying.
- learn when their own behaviour can be hurtful to others.
- understand that being a 'bystander' or witness to bullying behaviour without intervening or reporting it to an adult is not acceptable.

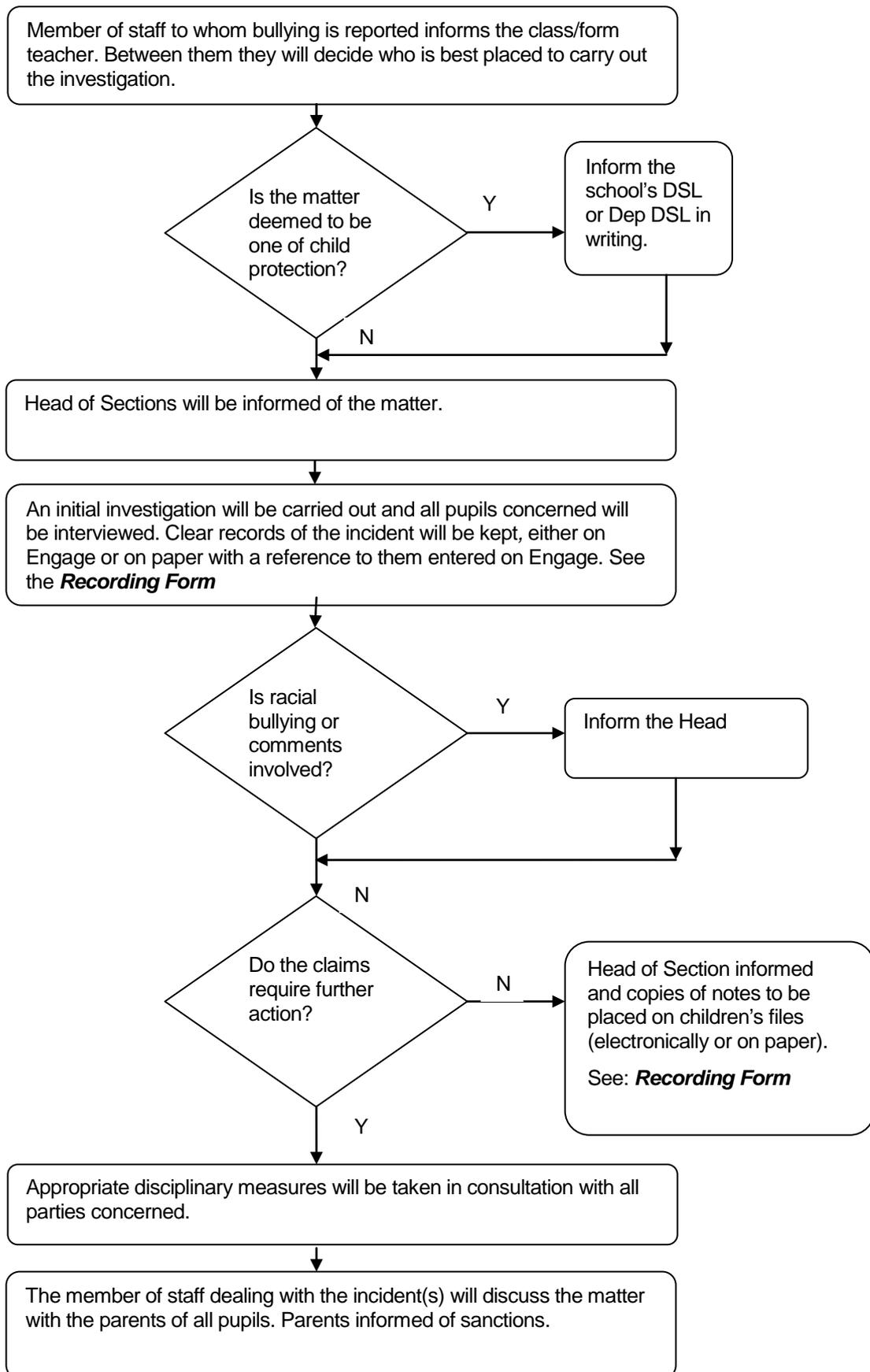
4.3 Parents

Parents should:

- notify the form/class teacher as soon as they have any concerns in regard to bullying.
- be aware that teasing and argument between children have long existed and it is important for all children to learn to ignore or absorb some negative behaviour towards them as they grow up, in order to deal with situations they may meet in adulthood.
- encourage their child not to retaliate physically or verbally
- not attempt to deal with issues themselves and should never approach other children with their concerns.
- be aware that bullying sometimes takes place outside school. This can include bullying via electronic communication, such as mobile phones, instant messaging services (eg MSN) and chat rooms.

5. PROCEDURES

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.



5.1 Supporting victims of bullying

Pupils who have been victims of bullying will be supported by:

- offering an immediate opportunity to discuss the experience with the Form Teacher or member of staff of their choice.
- reassuring the pupil through regular meetings with their form/class teacher to reassure the child that the matter is resolved.
- being offered continuous support.
- restoring self-esteem and confidence.
- developing an understanding that bullying is a symptom of low self-esteem on the part of the bully or bullies rather than the person being bullied.

5.2 Working with bullying behaviour

Pupils who have shown bullying behaviour will be helped by:

- being given the opportunity to discuss what happened.
- discovering why they became involved.
- establishing the wrong doing and their need to change their behaviour.
- informing parents or guardians to help change the attitude of the pupil.
- being monitoring closely by a member of staff.

6. SANCTIONS

The following disciplinary steps can be taken:

- official warnings to cease offending.
- detention, either at lunch time or after school or loss of playtime for younger pupils.
- exclusion from certain areas of the school.
- placing the child on report.
- internal exclusion from lessons
- fixed-term exclusion from school.
- permanent exclusion from school.