



## Anti-Bullying Policy

(To be seen in conjunction with the Behaviour Policy)

*Christ is at the heart of our school community; through living, loving and learning together, we grow as the person God calls us to be.*

At St Peter's we continuously strive to live our school mission statement through all actions, thoughts and words. We place Christ firmly at the foundation of the entire learning process. Underpinning this is the recognition that each person is unique and should be valued and respected. By encouraging, inspiring and challenging each person to fulfil their true potential we seek to guide children to take responsibility for their own actions and respect the uniqueness and dignity of each member of our community.

We encourage the highest standards of behaviour and recognise that the implementation of our Anti-Bullying Policy requires the active involvement and cooperation of each member of our school community: pupils, parents and carers, governors, teachers, non-teaching and welfare staff.

### Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences. Stopping violence and ensuring immediate physical safety is obviously our first priority but we recognise that emotional bullying can be just as damaging as physical and therefore make our own judgements about each specific case.

### Online/cyber bullying

The rapid development of, and widespread access to, technology has provided a new medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

This is an area we take very seriously. Provision is in place to ensure that children and parents are aware of issues which could arise and how to prevent or respond to them.

- Acceptable Use Agreement signed by all staff and pupils
- Links for parents on school website

- Children learn how to keep safe through lessons with their teachers
- Training for teachers and support staff
- Parents Information leaflets
- Anti-bullying week activities

## **Aims**

To prevent bullying by:

- Ensuring that all children and adults in our school community have a common understanding of what bullying is and the harm that is caused by the physical, verbal and emotional abuse of children
- Minimising all forms of bullying.
- Dispelling common misconceptions about 'bullies' and 'victims'. They are not recognisable stereotypes
- Making all members of school aware of the role they can play in promoting or preventing bullying. Everyone should recognise the need to take an active stand against bullying. Silence is not an option. Children are encouraged to share concerns with an appropriate adult, and parents with concerns should contact school in the first instance, so that procedures can be followed.
- Celebrating difference and diversity, and promoting role models who embody this.
- Continually working to ensure that Gospel values are at the heart of all we do.

To deal with bullying by:

- Providing help and guidance for bullies and victims
- Making everyone aware of the procedure to follow when bullying has been reported, so that parents and pupils are able to express their concerns and be confident that the procedure will work quickly and effectively.

## **Prevention**

Our School Virtues is based upon the Gospel Values of gentleness, humility, truth, justice, forgiveness, mercy, compassion, tolerance and peace. This guides and supports all interactions and relationships within our school community. They are referred to during all discussions and procedures related to incidents of bullying.

- We regularly raise awareness of bullying through HRSE, HRSE and circle time
- We participate in national initiatives such as anti-bullying week.
- We strive to create an inclusive environment where all children are valued as individuals and as God's children.
- Class teachers use circle time to discuss issues such as inclusion, difference and diversity, feelings and bullying.
- We use positive behaviour strategies to reinforce acceptable behaviour.
- Good behaviour is rewarded through House Points and other reward schemes.
- Our family Learning Mentor works closely with children experiencing difficulties with behaviour or relationships, and with families to support behaviour at home.

- We have close links with other agencies e.g. Stepping Stones Short Stay School
- Our behaviour policy sets out clear guidelines for dealing with inappropriate behaviour
- All staff are trained in what to do if bullying is reported
- Staff are expected to model appropriate behaviour and show respect in their dealings with children.
- A group of children are nominated as Anti-bullying ambassadors. They promote and share the message of positive behaviour and are a point of contact for other pupils. They liaise with the Headteacher in creating the anti-bullying policy.
- A group of pupils are nominated as 'Worry Warriors.' They encourage other pupils to write down concerns and post these to trusted members of staff, who will address these issues.

### **Implementation**

The following steps will 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 using CPOMs and the head teacher alerted
- The Headteacher, SLT or Learning Mentor will interview all concerned and will record the incident
- Class teachers will be kept informed and if it persists the class teacher will advise the other appropriate adults/staff members
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned

Pupils who have been bullied will be supported by:

Offering an immediate opportunity to discuss the experience with the class teacher, LM or member of staff of their choice:

- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

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. Clear targets will be set.

The following disciplinary steps may be taken in the case of serious or persistent incidents:

- official warnings to cease offending, targets set
- minor fixed-term exclusion

- major fixed-term exclusion
- permanent exclusion

### **Reporting / recording**

All teaching staff have access to CPOMS online monitoring system. Any incidences of bullying are recorded on CPOMS and monitored by relevant school staff. All incidences of bullying or alleged bullying must be reported to the SLT/LM. Parents of the bully and the victim will be informed and invited into school to discuss strategies. A report on Bullying Incidents is presented to the Governing Body termly.

### **Statutory Duties of Schools**

#### **The Education and Inspections Act 2006**

Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures should be part of the school's behaviour policy which must be communicated to all pupils, school staff and parents.

#### **The Equality Act 2010**

The Equality Act 2010 replaces previous anti-discrimination laws with a single Act. A key provision is a new public sector Equality Duty, which came into force on 5 April 2011. It replaces the three previous public sector equality duties for race, disability and gender, and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty has three aims. It requires public bodies to have due regard to the need to:

- eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- advance equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Maintained schools and Academies are required to comply with the new Equality Duty. Part 6 of the Act makes it unlawful for the responsible body of a school to discriminate against, harass or victimise a pupil or potential pupil in relation to admissions, the way it provides education for pupils, provision of pupil access to any benefit, facility or service, or by excluding a pupil or subjecting them to any other detriment.

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'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child engaging in bullying.

### **Bullying outside school premises**

Teachers have the power to discipline pupils for misbehaving outside the school premises "to such an extent as is reasonable". This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre. Where bullying outside school is reported to school staff, it should be investigated and acted on. The Headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed. In all cases of misbehaviour or bullying the teacher can only discipline the pupil on school premises or elsewhere when the pupil is under the lawful control of the staff member.

### **Related Policies:**

Behaviour Policy  
Safeguarding Policy  
E-safety Policy  
Acceptable Use Agreement

### **Further Information:**

DfE: School Support for Children and Young People Who Are Bullied (March 2014)  
DfE: Preventing And Tackling Bullying: Advice for headteachers, staff and governing bodies (October 2014)  
DfE: Advice for Parents and Carers on Cyberbullying  
DfE: Cyberbullying: advice for headteachers and school staff  
DfE: Behaviour and Discipline in Schools Guidance

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