



# Anti-Bullying Policy 2019-2022

## **Contents**

### **Aim**

**The Equality Act 2010 – guidelines that we follow**

**What is Bullying?**

**Why we will respond to bullying Objectives of this  
policy**

**Signs and symptoms**

**Procedures**

**If a child is suffering or could suffer significant harm**

**Bullying which occurs outside school premises**

**Prevention**

**Outcomes**

**Review**

## **Aim**

### **St Paul's C.P.School and Nursery Anti-Bullying Policy**

We are committed to providing a caring, friendly and safe environment in which all our pupils can learn in a relaxed and secure environment. Bullying of any kind is unacceptable behaviour at our school. By effectively preventing and tackling bullying, we can help to create safe, disciplined environment where our pupils are able to learn and fulfil their potential.

Where bullying does occur then all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a supportive school and anyone who knows that bullying is happening is expected to tell staff so that we can put support in place for all students.

#### **The Equality Act 2010 – guidelines that we follow**

A key provision in The Equality Act 2010 is the Public Sector Equality Duty (PSED), which came into force on 5 April 2011 and covers age, disability, gender reassignment, pregnancy and maternity, race, religion or belief, sex and sexual orientation. The Duty 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.

#### **What is Bullying?**

Bullying is when someone keeps doing or saying things to have power over another person. It is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

There are many different forms that bullying can take, but they are all bullying.

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health. Bullying which takes place at school does not only affect an individual during childhood but can have a lasting effect on their lives well into adulthood.

By effectively preventing and tackling bullying, schools can help to create safe, disciplined environments where pupils are able to learn and fulfil their potential.

#### **Why we will respond to bullying**

Bullying hurts and nobody deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to be taught more appropriate ways of behaving and relating to other people. We believe that it is our responsibility as a school to respond promptly and effectively to issues of bullying.

### **Objectives of this policy**

- All governors, staff, pupils and parents should have an awareness of what bullying is.
- All governors and staff should know what the policy on bullying is, so that they can take appropriate action when issues of bullying are reported.
- As a school, we take bullying seriously and pupils and parents should feel supported if and when bullying is reported.
- Bullying will not be tolerated.

### **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 that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school\changes their usual routine  
is unwilling to go to school (school phobic)
- 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 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) has lost money continually "lost"
- 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
- These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

### **Procedures**

1. Pupils or parent should report bullying incidents to staff
2. In cases of serious bullying, the incidents will be recorded by staff in the bullying log on My Concern, (kept by the inclusion team) including those through Facebook and social networking sites.
3. In serious cases parents will be informed and will be asked to attend a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour
7. A report may be made to Facebook with a request to shut down an account.

### **If a child is suffering or could suffer significant harm**

When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident should be addressed as a child protection concern under the Children Act 1989. Where this is the case, the school staff should discuss with the school's designated safeguarding lead and report their concerns to their local authority children's social care and work with them to take appropriate action. Full details can be found in Part 1 of Keeping Children Safe in Education.

### **Bullying which occurs outside school premises**

School staff members have the power to discipline pupils for misbehaving outside the school premises. Sections 90 and 91 of the Education and Inspections Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupils' behaviour in those circumstances. This may include 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.

While school staff members have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on the school premises or when the pupil is under the lawful control of school staff, for instance on a school trip.

### **Prevention**

We believe that prevention is better than cure and will take steps designed to prevent bullying in our school. This includes bullying of staff by staff, or by parents.

- Pupils will be made aware that bullying is against our school's behaviour code
- All adults will be reminded that bullying of other adults by adults will not be tolerated in school
- What bullying is and why it is wrong will be taught as part of the personal, social and health education curriculum. It will also be covered as a part of Anti-bullying Week every November.
- All classes draw up their own rights and responsibilities charter annually.

### **Outcomes**

- The behaviour policy is followed using amber and red letters, leading to missed lunchtimes, and other consequences.
- In serious cases, seclusion to the Rainbow Room may be used, or suspension or exclusion will be considered as a last resort.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

- Victims will be supported by the inclusion team and given strategies to help them cope.
- Children seen to be bullying will be given sanctions and supported to change their behaviour.
- Any parent using bullying tactics may be banned from school premises.
- Restorative circles will be used to support pupil conflict.

### **Review**

The governing body is responsible for reviewing this policy every three years. The governors may however review the policy earlier than this if the government introduces new regulations, or if the governing body receives advice on how the policy may be improved.

Signed

Date

Reviewed on: October 2019 Renewal date: October 2022