

# St. Thomas' Church of England Junior & Infant School

## Anti-bullying Policy

### Mission Statement

At St. Thomas' school we believe that everyone in our school is special in God's eyes and has a valuable contribution to make to the life of our Christian community. Every child matters and has the right to learn in a calm, secure and caring environment. Each child will be supported in order to fulfill his/her potential and will have the opportunity to enjoy learning in a variety of ways.

### Rationale

Everyone at St. Thomas' has the right to feel welcome, secure and happy and to be able to achieve his/her full potential. Bullying of any sort prevents this and it is, therefore, everyone's responsibility to contribute to the ideal of equality of opportunity, and to maintain an environment in which bullying is unacceptable.

If bullying occurs, those affected must feel confident to activate the anti-bullying systems within the school. It is our aim to challenge attitudes which allow bullying to take place and to increase understanding of what bullying means.

### Definitions of bullying

Children do fall out with one another and sometimes this can lead to an unkind action or words. Bullying is deliberately hurtful behaviour **that is repeated over a period of time**. In such circumstances, an individual often feels unable to defend themselves or report incidents to an adult. Bullying can take the form of name-calling and abusive language, physical attack, threatened violence, isolation, ridicule or indirect action such as spreading unpleasant stories about someone. Bullying (cyber-bullying) can also be carried out through mobile telephones, email and internet sites.

At St. Thomas', we work hard to ensure that all pupils know the difference between bullying and simply "falling out".

### Strategies for dealing with allegations of bullying

Prevention is always best, so at St. Thomas', we will be vigilant for the signs of bullying already referred to, and always take allegations seriously. The curriculum will be used to reinforce the ethos of the school and help children to develop strategies to combat bullying-type behaviour. In particular, the PSHE and RE schemes of work deal with relationships and how to deal with conflict.

The school has clear policies for ICT and e-safety which outline the possible dangers when using modern technology.

Children are told that they must always report an incidence of bullying to a member of the teaching or non-teaching staff. Children know that if another child tells them he/she is being bullied or if they see bullying taking place, it is their responsibility to inform an adult.

All reported allegations will be taken seriously and will be investigated/monitored. If the behaviour is repeated then a record will be made. The following procedure will ensure effective monitoring of situations and a quick response:

- a member of staff investigating an allegation, if upheld will make a written report on the school **Simms** system within 5 days.
- other children may be asked to contribute to the evidence if they have observed the behaviour

- if the incident is considered to be bullying (according to the above definition), a formal record will be made using the **Simms** system.
- if racial abuse is discovered then it will also be recorded by the head teacher using the **Simms** system and reported to the Governing Body.

## **Actions**

### Stage 1:

- A member of staff will discuss the issues relating to the incident with the child or children involved in a way which is appropriate to age and level of understanding.
- The adult will remain neutral and avoid direct, closed questioning which could be interpreted as accusatory or interrogational in style. Each child will be given the opportunity to talk about what has happened and the discussion will remain focused on finding a solution to the problem so that bullying behaviour does not continue. An agreement will be made between the children.
- The child who has been behaving in an unacceptable way will be reminded of the possible consequences of bullying and the sanctions that will be put in place if a further incident occurs. The class teacher will inform relevant parents.

### Stage 2:

The parents of a child or group of children who have clearly been involved in bullying behaviour will be asked to discuss this with the head teacher.

### Stage 3:

If necessary, the school will involve outside agencies e.g. the Behaviour Support Service or other recommended organisations.

If bullying continues, the behaviour might result in exclusion.

## **Strategies to promote and encourage an understanding of bullying**

- PSHE, Religious Education, acts of worship, e-safety and related anti-bullying texts
- Wigan Life Education programme
- role-play and drama activities
- group and class discussion using circle time techniques
- School Council agenda
- Play leaders working with younger children
- children of all ages understanding that unkind behaviour towards others is unacceptable (school and class codes)
- activities during anti-bullying week

## **Helping the victims of bullying**

- raising awareness of the definition of bullying
- encouraging children to be open and ready to report incidents to members of staff, friends, or members of the School Council and to parents/carers, stressing that this can be done quietly and safely in school
- creating a sense of confidentiality and security so that children feel able to share their concerns

The Anti-bullying Policy is an integral part of the Behaviour Policy.

**Reviewed: September 2013**

**Next review: September 2014**

**St. Thomas' Church of England Junior and Infant School**

**Bullying Report**

Name of child:

Class:

Date:

**Details of incident**

**Action taken**

**Potential risk**

*Signed by:*

**Pupil**

**Headteacher**