



Seend and St George's Church of England Primary Schools'

ANTI - BULLYING POLICY.

Seend and St George's Church of England Primary Schools will provide a happy, caring, family environment **where children feel inspired**. We know that every child matters – whatever their skills and abilities, whatever their background and whatever their aspirations. Belonging to a safe and nurturing community, founded on strong Christian values, children will develop an array of skills that will equip them to meet the challenges of our ever changing world and to make their own positive contribution to our global society.

At Seend and ST George's C.E. Schools we regard bullying as particularly serious and take firm action against it. We encourage children, parents and staff to work against it and report any incidents of bullying.

We define bullying as 'Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.'
'Bullying is the physical or verbal abuse of another individual so that their safety, confidence and happiness are diminished.' (This definition has been adopted by Wiltshire's Children and Young People's Trust Board and Wiltshire's Anti-Bullying Steering Group.)

All bullying is psychologically harmful and can take the form of physical assault, verbal threats and taunting and harm to personal equipment. Bullying can include communication through the use of computers and mobile technology.

Aims

At Seend and St George's C.E. Primary Schools we aim to:

- Protect every person's right to feel supported and valued within the school environment.
- Ensure that our school community is secure in the knowledge that all reported or discovered incidents will be dealt with promptly.
- Prevent bullying before it starts by educating children and through embodying the school values of tolerance, respect, friendship, honesty and forgiveness.
- Be aware of the 'bullying hotspots' around our school and take measures to ensure these are supervised.
- Promote ways to deal with bullying issues by having an 'Anti Bullying Week' every year.

Objectives

At Seend and ST George's C of .E. Primary Schools we will encourage:

- Adults and children to understand that if they are experiencing bullying themselves or are aware of bullying themselves, it is important and right to tell someone about their fears and concerns.
- All staff to be aware that bullying can take place in our school.

- Adults and children to be aware that bullying can be physical, verbal, emotional or cyber by a single person or group *and usually takes place over a period of time. All incidents of unkindness or anti social behaviour will be acted upon and dealt with independently.*

Incidents of bullying can include:

- Name calling
- Malicious gossip
- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Jostling
- Teasing
- Intimidation
- Extortion
- Exclusion from groups
- Making threats
- Deliberately ignoring
- Cyber bullying (text message bullying, chat room bullying, email bullying)

Approach and Organisation

All reported incidents of bullying will be shared with all staff at the earliest opportunity.

Staff should be vigilant for signs of bullying by noting when a person exhibits:

- Changes in normal behaviour.
- Signs of withdrawal or friendlessness.
- Not wanting to go into the playground.
- Not wanting to come to school.
- Feigning illness.
- Experiencing sleeplessness or anxiety.
- Being unable to concentrate.
- Physical abuse.

Who is more vulnerable?

Anyone can become the victim of bullying but there are groups who are more vulnerable because they may be seen as “different” in some way. These include those who:

- Have special educational or physical needs
- Have a less conventional family / parenting structure
- Are from a higher or lower social group than the majority of the school
- Are from a different cultural background than the majority of the school (see separate anti-racism policy)
- Are gay, lesbian, bisexual or transgender.

Procedure for Complaints

Staff will take seriously all reported acts of bullying, referring them to a responsible person at the earliest opportunity. All reported acts of bullying will be followed up with minimum delay and appropriate action taken, which would range from informal talks with the participants to exclusion by the Governing Body in extreme cases. The Head teacher will assess each incident and decide whether its seriousness warrants the formal intervention of parents or in the case of adults, friends of those affected by bullying.

Our school values: Respect, Forgiveness, Tolerance, Honesty and Friendship; at the heart of what we do.

In the case of children, once parents have been informed, there will be opportunities for them to meet with the class teacher/head teacher to discuss the matter and become involved in working towards a positive conclusion.

If the case of an adult feeling bullied arises, the Governors should be kept informed and be involved in mediation if necessary.

All incidents of confirmed bullying will be recorded on the log sheet and kept in the behaviour folder in the head teachers' office. held by the Head teacher.

If further action is required;

- The Racial Incident book will be used to record the incident if appropriate.
- Official complaints procedure.
- Report to the Governors by the Head teacher.

Reviewed September 2017

Next review date September 2019

APPENDIX 1

Bullying Incident Monitoring Form

Date of incident (dd/mm/yyyy) _____ Time _____

SECTION 1 – DETAILS OF THOSE INVOLVED IN THE INCIDENT

Record details of each perpetrator and victim (if more than one). Please attach an additional sheet if necessary.

VICTIM	PERPATRATOR
Name:	Name:
Pupil / Staff member / Governor / Volunteer / Visitor (Circle the appropriate one)	Pupil / Staff member / Governor / Volunteer / Visitor (Circle the appropriate one)
Involved in previous incidents? Yes / No If yes how many? _____	Involved in previous incidents? Yes / No If yes how many? _____
Any particular vulnerability? _____	

SECTION 2 – TYPE OF INCIDENT

Location:			
<input type="checkbox"/> Name calling	<input type="checkbox"/> Malicious gossip	<input type="checkbox"/> Damaging / stealing property	<input type="checkbox"/> Coercion
<input type="checkbox"/> Violence / assault	<input type="checkbox"/> Jostling	<input type="checkbox"/> Teasing	<input type="checkbox"/> Intimidation
<input type="checkbox"/> Extortion	<input type="checkbox"/> Exclusion from groups	<input type="checkbox"/> Making threats	<input type="checkbox"/> Ignoring
<input type="checkbox"/> Cyber bullying	<input type="checkbox"/> Other (please specify)		

Please describe briefly what happened:

SECTION 3 – ACTION TO BE TAKEN TO DEAL WITH THE INCIDENT AND DETAILS OF SUPPORT OFFERED TO VICTIM

What actions were taken to deal with the incident?

<input type="checkbox"/> Restorative Justice between the victim and perpetrator
<input type="checkbox"/> Discussion with the victim’s parent(s) / guardian / carer?
<input type="checkbox"/> Discussion with the perpetrator
<input type="checkbox"/> Discussion with the perpetrator’s parent(s) / guardian / carer?
<input type="checkbox"/> Mentoring
<input type="checkbox"/> Counselling
<input type="checkbox"/> Curriculum change or addition
<input type="checkbox"/> Exclusion
<input type="checkbox"/> Referral to police / other body
<input type="checkbox"/> Other sanction (please specify)
<input type="checkbox"/> Other action (please specify)
No action (If no action please explain why)

SECTION 4 – COMPLETION OF RECORD

Name of person recording this incident	
Position in school	
Name of person dealing with incident if different from above	
Position in school	
Date of record	
Head Teacher’s signature if not already involved	

***This form should be retained by the school.
The LA will periodically collect information about racist incidents.***