

St Anne's RC Primary and Nursery School Audenshaw

Policy for Anti-Bullying

**“To help every person here to achieve his or her best in work and play.
To celebrate whatever is good and to follow in the footsteps of Jesus
by supporting and forgiving each other, for the honour and glory of God.”**

Rationale

St Anne's RC Primary School prides itself on inclusion of and for all, regardless of ability, gender, race, colour or creed. Our Mission Statement boldly states that we intend for every person to achieve their best and, following the footsteps of Jesus, support, forgive and celebrate all that is good.

It is with this Mission in mind that we have our Anti-Bullying Policy to assist all individuals within our school to support each other in achieving the aim of preventing the act of bullying of any individual.

Aims

It is our belief that bullying is anti-social behaviour and, when it occurs it affects everyone. It is not acceptable and will not be tolerated at St Anne's. As such in devising this policy we aim to ensure that everyone:

- is able to work within a caring, supportive and safe environment.
- feels happy and comfortable within our school environment.
- feels safe.
- is able to learn and contribute to the school without fear.
- can benefit from all opportunities available at our school.

GUIDELINES

Defining Bullying

Bullying is defined as any deliberately hurtful behaviour, repeated over a period of time and where the victim feels unable to defend themselves.

The following steps will be taken when an incident of bullying occurs:

- Any suspected or reported incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the headteacher.
- The headteacher will interview all concerned and make a record of the findings.
- All staff will be informed.
- Parents of both parties will be informed.
- Agreed action will be taken for the perpetrator and relevant support for the victim.
- The headteacher will update parents of both the victim and the perpetrator through regular meetings.

There are three main types of bullying:

1. Physical (this may include any physical contact from the bully).
2. Verbal (this may include any name calling, including any racist remarks).
3. Indirect (this may include the manipulation of others or the exclusion of the victim from a group).

Signs of Bullying

A victim may show changes in behaviour, such as:

- unusually shy or nervous behaviour
- becoming clingy with adults
- feigning illness
- unusual absences from school or absences with a pattern
- changes in concentration or quality of work.

All Staff Must:

- be aware.
- encourage children and colleagues to be open about discussing bullying issues.
- be alert to these signs.
- react firmly against any indication of bullying in line with this policy.
- report any indications immediately to the headteacher.

Victims will be supported by:

- immediate opportunity to discuss the incident with a chosen member of staff.
- reassurance
- continuing support
- opportunities to rebuild self-esteem and confidence.

Perpetrators will be supported by:

- opportunity to discuss what happened and why they took the action they did.
- establishing alternative and more acceptable responses.
- asking parents to support the action of the school.

Any failure to comply with the school's ethos against bullying will result in an official warning, fixed term exclusion and ultimately permanent exclusion from St Anne's.

Anti-bullying and our curriculum

All staff are aware of the SEALs Policy and have received Inservice training on its use and content to ensure their input is informed and in line with the school's ethos. All teaching staff will ensure the planning of this aspect of the curriculum is in place and taught appropriately as part of our rich and integrated curriculum. In conjunction with the Salford RE Vision guidelines SEALs now forms a major part of our PSHE and Citizenship curriculum.

The headteacher will ensure that whole school assemblies focus on the positive attitudes towards each other and ensure that bullying has no place within St Anne's.

The Learning Mentor, supported by all staff will continue to support positive attitudes in our school, including and especially at play and lunch times.

It is the school's statutory duty to under the School Standards and Framework Act (1998) to ensure there are procedures in place to prevent bullying among children and it is the headteacher's duty to bring these procedures to the attention of staff, parents and children.

The Governing Body will:

- request a termly report from the headteacher on any incidents of bullying and monitor the records.
- meet annually to consider the policy and to refine or make any necessary alterations.

This Policy was produced in July 2006 and will be reviewed annually by the Governing Body, staff, parents and children of St Anne's.

Last Reviewed: January 2017

Signed

Date