

Anti-Bullying Policy

INTRODUCTION

It is the policy of the Governing Board and staff of St Neot School to create a positive atmosphere in which children feel safe, secure and happy and are given the maximum opportunity to learn while developing self-discipline, a respect for themselves, for others and for the environment. This policy applies throughout the school day and into extra-curricular activities.

Bullying can be described as follows:

- It is deliberately hurtful behaviour
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves

Bullying types include:

- physical – hitting, kicking, taking belongings
- verbal – name calling, insulting, racist remarks
- indirect – spreading nasty stories about someone, excluding someone from social groups, making sharing an unpleasant issue
- cyberbullying-the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature.

Bullying is not:

It is important to understand that bullying is not the odd occasional of falling out with friends, name calling, argument or when an occasional 'joke' is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems like this arise it is not classed as bullying. It is an important part of a child's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to deal with these situations and develop social skills to repair relationships.

The NSPCC regards bullying as being:

Several
Times
On
Purpose

These behaviours are deliberate and regular, with an intention to cause suffering, and include 'cyber-bullying', i.e. the use of social networking sites, e-mail, text messages and other forms of electronic communication whether for direct or indirect bullying (see also the school's policy on Online Safety).

Children are made aware of what bullying involves, of how they can deal with it and steps to be taken by them if it should occur. This is delivered via the curriculum e.g. PSHE and IT Online Safety Units of Work, assemblies and visitors, social stories and skills. This provision helps to prevent and stop bullying. The school uses schemes of work from the PSHE Association which is quality marked.

If bullying does occur, pupils should be able to tell somebody and to know that the whole community will support them. There are teaching assistants in the school whom children are encouraged to speak if they have a concern. Each child in school has an identified 'safe person' someone they feel able to talk to about any problems they might have.

Role of parents:

Parents have an important part to play in our anti-bullying policy. We ask parents to look out for unusual behaviour in their child. If you feel your child may be experiencing difficulties with bullying behaviour let the

school know. Your enquiry will be taken seriously and appropriate action will follow. If you feel a child has bullied your child please do not approach that child in the playground or on their way home. Please inform the school

straightaway. It is very important that you do not advise your child to fight back or to copy the bully's behaviour. This will only make any situation worse. Tell your child that it is not their fault that they are being bullied. Reinforce the school policy on bullying and ensure your child is not afraid to ask for help. If you know your child is involved in bullying, please talk to them about it and tell the school. The matter will be dealt with appropriately.

Playground:

We recognise that in primary schools most bullying behaviour takes place in the playground. We therefore ensure:

- Our playground areas are effectively supervised at all times by trained staff.
- Children have opportunities to be involved in a range of play activities, or can sit quietly if they choose.
- If children feel vulnerable in the playground a 'buddy' system is in place to help them feel secure and safe.

HOW DO WE FIND OUT ABOUT POSSIBLE ACTS OF BULLYING?

We encourage pupils to talk to adults in the school, especially the class teachers, teaching assistants and the Headteacher about their own and others' needs. PSHE lessons and assemblies develop children's personal skills, thinking skills and encourage discussion. Regular monitoring of class and lunchtime behaviour records will be completed by senior staff to look for patterns of behaviour.

- Parents are encouraged to talk to the school if there are worries
- Staff observation of pupils may indicate a child is troubled or friendless
- Systematic recording of individual pupil behaviour on a daily and weekly basis will be undertaken if necessary and acted on accordingly.

ACTION TO BE TAKEN WHEN YOU SUSPECT BULLYING

- Report to Headteacher or senior leader
- Discussion with all children concerned
- A record is kept of every incident, including the children's own accounts of what has happened
- Discussion with parents/carers and review of these records
- Monitor closely – continuous review and observation remaining vigilant even when bullying appears to have ended
- Apply sanctions where necessary (see School Behaviour Policy)

In serious cases an incident will be recorded and kept on file. This record will enable the school to follow up incidents and record progress. It will state:

- who was involved
 - where and when it happened
 - what happened
 - what action was taken
 - whether and how it was followed up
- In repeated or serious cases the school may enforce the following sanctions: lunch time exclusion, fixed term exclusion, permanent exclusion.

Monitoring the policy

Scrutiny of recorded incidents may show whether bullying is becoming less frequent or changing in nature. Visiting Governors may, through talking to children and staff on termly visits, help to evaluate the success of this policy.

Parent and pupil questionnaires will be carried out annually.

Feedback will also be taken from the school council on the success of measures taken in conjunction with this policy.