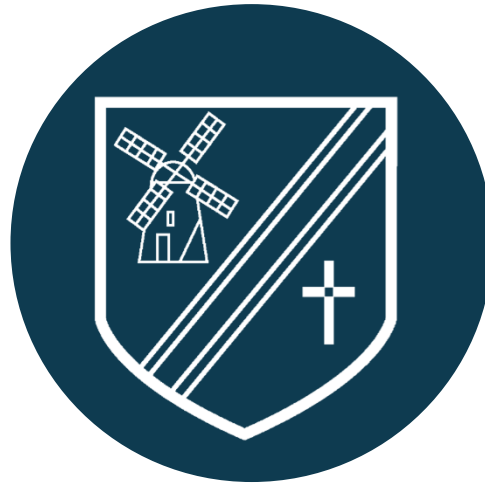


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STAINING
CE Primary School

STAINING CE PRIMARY SCHOOL

Anti Bullying Policy

*Our School Vision:
Learn to Wonder, Grow in Wisdom, Shine Like Stars*

At Staining CE Primary School, we have five key values that permeate all aspects of school life. They are:

- Work Hard
- Aim High
- Show Respect
- Be Kind
- Teamwork

Through actively promoting, teaching and prioritising these values across all aspects of school life, we aim to ensure that every member of the school community feels valued and respected, and that each person is treated fairly. We are a caring school. These values are underpinned by our Christian values and it is through the teaching of these that they become meaningful to the pupils.

Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. There is an expectation that **anyone** who knows that bullying is happening will report their concerns immediately to the staff.

What is bullying?

Bullying can be defined as a physical, psychological or verbal attack against an individual or group of individuals by a person or group of persons, causing physical or psychological harm to the victim. It is usually conscious and wilful and commonly consists of repeated acts of aggression and/or manipulation. It can take a number of forms - both physical and non-physical, either in combination or in isolation. Any bullying, whether physical or non-physical, may result in lasting psychological damage to the individual.

This school has chosen to adopt the definition of bullying used within SEAL materials: In this definition of bullying, there are three key characteristics:

1. Ongoing and repeated (it is not the same as conflict between two equals or random unprovoked aggressive acts);
2. Deliberate;
3. Unequal - it involves a power imbalance (this can result from size, number, higher status, or as a result of having access to limited resources).

Bullying generally falls into one or a combination of the following categories:

Bullying can be:

Physical Bullying - Unprovoked assault on a person or group which can range from a 'prod' to grievous bodily harm. Hurting someone (punching, kicking, tripping up, pushing);

Psychological/ Emotional - Reduction of a person's self-esteem or confidence through threatening behaviour, taunting or teasing about race, gender, religion, sexual orientation, disability, family circumstances, appearance, or any other feature of their lives which can be used to wound or humiliate them. Excluding someone or leaving someone out; threatening to physically hurt someone, or people or things precious to them; stealing or hiding someone's things; taking someone's best friend; pulling faces, sniggering when a child's work is being handed back, not touching a child's book when handing books out;

Social- Ostracism/rejection by peer group.

Verbal - The use of language in a derogatory or offensive manner, such as swearing, racist or sexist abuse, sexual innuendo, spreading rumours, etc. Humiliating or embarrassing someone deliberately; putdowns, name-calling, insulting someone; sarcasm or mimicking; spreading rumours or making fun of a person or a person's family, culture or religion; whispering things about them;

Cyber bullying - Using mobile phones or the internet to deliberately upset someone. This includes child on child abuse (see below). Being subjected to harmful online interaction with other users. All areas of internet, such as email & internet chat room misuse; sexting; mobile threats by text messaging & calls; texting unkind or hurtful things (sometimes anonymously); misuse of associated technology, i.e. camera & video facilities

Homophobic/transphobic/biphobic - Any hostile or offensive action against lesbians, gay males, bisexuals or trans-gender people, or those perceived to be lesbian, gay, bisexual or trans-gender.

Child on Child abuse - any abusive behaviour that involves sexual harassment/violence, cyberbullying, physical abuse, 'upskirting', 'sexting' or initiation (see Safeguarding and Child Protection, Online Safety policies).

Signs and symptoms of bullying

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
- is unwilling to go to school (school-phobic) or regularly feels ill in the morning
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens to self-harm or runs away
- stops eating
- cries themselves to sleep at night or has nightmares
- 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 unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be bullied. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Identifying and reporting concerns about bullying

We encourage anyone who is aware of a bullying incident to report this immediately. This means that even if the child who is being bullied is too afraid to tell a teacher, all the bystanders know that it's their duty to do so and that they won't be accused of telling tales.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. Pupils who are using bullying behaviours also need support to help them understand and change their behaviour.

Implementation

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the 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 will record the incident.
- Class teachers will be kept informed and if it persists the class teacher will advise other members of staff as appropriate.
- Parents will be kept informed
- Sanctions will be used as appropriate and in line with the school's behaviour policy.
- If necessary and appropriate, police will be consulted.
- After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Pupils

A restorative approach (see behaviour policy) will be adopted to help pupils understand, share and explore the impact of their behaviours.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- reassuring the pupil that the bullying will be addressed
- offering continuous support (including support from the Learning Mentor)
- restoring self-esteem and confidence
- the use of specialist interventions and/or referrals to other agencies where appropriate.

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved

- establishing the wrong doing and the need to change
- informing parents to help change the attitude and behaviour of the pupil.
- the use of specialist interventions and/or referrals to other agencies where appropriate. Any use of sanctions must be in line with the school's Behaviour Policy. In serious cases, exclusion will be considered.

Parents

- Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- Where a pupil is involved in using bullying behaviours outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone.
- Referral of the family to external support agencies will be made where appropriate.

Preventative measures

The school will:

- Raise awareness of the nature of bullying through inclusion in PSHE, Circle Time, worship and use of SEAL 'Say No to Bullying' theme, as appropriate, in an attempt to eradicate such behaviour.
- Seek to develop links with the wider community that will support inclusive anti-bullying education.
- Consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources.

Actions that might be appropriate when dealing with a bullying incident.

For the Victim	For the bully
Provide 'safe place' for victim. Offer them the chance of speaking to the learning mentor.	Explain that bullying is unacceptable in our school and community.
Inform victim's parents of incident and outcome.	Explain that there are consequences if they continue to bully
Provide means of "secret sign" to teacher/learning mentor that a child has again encountered problems eg placing a known object on the teacher's desk.	Make it clear that it is their behaviour which is unacceptable, not them.

Have a shared diary for victim and teacher/mentor that is kept in a known place.	Help the bully to explain what they have been doing and if they have done this before.
Explain that part of our school ethos is that our 'differences' are appreciated and that we all feel valued.	Discuss with the bully why they bully and what might help them to stop it.
Encourage parents to let the child undertake things they are good at and build up a 'feel good' feeling.	Elicit an apology from bully/ies to victim.
	Encourage bully to change behaviour.
	Insist on return of items 'borrowed' or taken.
	Discuss with the bully ways of alternative behaviour.
	Discuss with the bully the difference between aggressive and assertive behaviour.
	Provide positive situations and responsibilities for the child, linked with praise.
	Find out if there is a problem affecting the bully and try to sort it out.
	Inform his / her parents.

Links to other policies

This policy has links to the following school policies and procedures:

- Behaviour Policy
- Single Equalities Policy
- Acceptable Use Policy (internet safety)
- Whole school Safeguarding and Child Protection Policy
- Complaints Procedure