



**ST. HILD'S  
CHURCH OF ENGLAND SCHOOL**

**Policy Document**

**ANTI-BULLYING  
POLICY**

**At St. Hild's Church of England School we aim to provide all of our pupils with a world class education in a Christian context. We expect to find God at work in our school.**

*The School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.*

***"I have come that they may have life in all its fullness (John 10:10)"***

**BULLYING: OUR SCHOOL'S VALUES AND BELIEFS**

All pupils, staff and members of our community have the right to feel happy, safe and included.

Pupils and staff have the right to work in an environment without harassment, intimidation or fear.

All bullying, of any sort, is therefore unacceptable.

Pupils who experience bullying will be supported.

We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

**OUR INTENTIONS IN PRODUCING THIS POLICY ARE:**

To express our belief that all pupils should be included fully in the life of the school.

To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.

To reduce and to eradicate wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.

To reduce and to eradicate wherever possible, instances in which pupils are subject to any

form of bullying.

To respond effectively to all instances of bullying that are reported to us.

To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.

To provide support for pupils who are accused of bullying, who may be experiencing problems of their own.

To ensure that all pupils, staff and members of our community are aware of the policy and that they fulfil their obligations to it.

## **OUR DEFINITION OF BULLYING**

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, inappropriate text messaging and electronic messaging (including through websites, social networking sites and instant messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Bullying involves dominance of one pupil by another or by a group of pupils, is pre-meditated and usually forms a pattern of behaviour.

Bullying is:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

It can take many forms but the main types are:

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to special educational needs
- Bullying relating to appearance or health conditions
- Bullying relating to sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

## **CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL**

Our school's Discipline and Pupil Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other. The school believes in the rights of all pupils to learn. This means that our school will not accept any behaviour which will cause distress to anyone and prevent people from learning. All pupils are entitled to equal access to the National Curriculum. A commitment to combating bullying is a fundamental aspect of our school's aims and policies.

We aim to create an environment which is safe and pleasant for everyone. Pupils and staff must be able to work freely without suffering any form of harassment or bullying.

Our curriculum is used to:

- Raise awareness about bullying and our Anti-Bullying Policy,
- Increase understanding for victims and help build an anti-bullying ethos.
- To teach pupils how constructively to manage their relationships with others.

PSHE work is used to show what pupils can do to prevent bullying, create an anti-bullying climate in school and to give a clear message that bullying will not be tolerated.

We will use PSHE, tutor time, school assemblies and collective worship to reinforce this message.

Information about our policy and the phone numbers for helplines are included in the pupils' planners.

Our Anti-Bullying Policy is on the school website.

We regularly canvas children and young people's views on the extent and nature of bullying.

We have a "Bullying Box" which allows pupils to report anonymously any specific or general concerns about bullying in school. Any concerns will be dealt with seriously.

Pupils have access to online bullying package "Toot Toot" where they can anonymously discuss their bullying concerns with certain staff.

Our School Council offers a forum in which concerns about bullying can be discussed on a regular basis.

We will ask pupils where and when bullying occurs in school and we will supervise, and try to eliminate any unsafe areas which they report to us.

We will provide regular training for teachers and non-teaching staff on spotting the signs of bullying and how to respond to it.

## **STRATEGIES FOR DEALING WITH BULLYING**

DfE guidance recommends a number of key strategies for use with pupils who are bullied or who are bullies. St Hild's draws on these recommendations to adapt and devise a combination of strategies to fit the circumstances of particular incidents. Parents/carers are always kept fully informed.

## **RESPONDING TO INCIDENTS WHEN THEY OCCUR**

Pupils who have been bullied should report this to their Year Leader, Form Tutor, a member of Student Services or any adult they are comfortable talking to. Year Leaders would normally take responsibility for dealing with the issues.

Pupils who see others being bullied should report this to their Year Leader, Form Tutor, a member of Student Services or any adult they are comfortable talking to. Year Leaders would normally take responsibility for dealing with the issues.

Members of staff who receive reports that a pupil has been bullied should report this to the relevant Year Leader and record the details as per our school procedures.

Reports of bullying will be logged with termly analysis of bullying incidents scrutinised by senior staff and Governors.

Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form.

All reports will be taken seriously and will be followed up in the first instance by the relevant Year Leader/Form Tutor.

## **WHEN TOUGHER MEASURES ARE NEEDED**

The school will consider each case individually and will decide on the most suitable course of action.

## **OUR RESPONSIBILITIES**

### ***Everyone within school is expected to***

- Act in a respectful and supportive way towards one another, and
- Adhere to and to promote the objectives of this policy.

### ***Pupils are expected to***

- Report all incidents of bullying,
- Report suspected incidents that victims may be afraid to report.
- Support each other and to seek help to ensure that everyone feels safe, and nobody feels excluded or afraid in school.

### ***Parents/Carers can help by***

- Supporting our Anti-Bullying Policy and procedures.
- Encouraging their children to be positive members of the school community.
- Discussing with their child's Year Leader any concerns that their child may be experiencing bullying or involved in some other way.
- Helping to establish an anti-bullying culture outside of school.

## **BULLYING OUTSIDE THE SCHOOL PREMISES**

Schools are not directly responsible for bullying that occurs off the premises but know that bullying can occur outside the school gates, on journeys to and from school and in the community. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent/carer tells us of bullying off the school premises we will:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Impose appropriate/suitable sanctions if the bullies are members of our school.
- Talk to the Headteacher of another school whose pupils are accused of bullying.
- Work with the transport company if the bullying happens on buses.
- Contact to the police when necessary

## **CONCERNS, COMPLAINTS AND COMPLIMENTS**

Please follow the advice on our website.

## **EVALUATING OUR POLICY**

We will evaluate our Anti-Bullying Policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Information from the comments received in our "Bullying Box".
- Pupils' perceptions of bullying in school through structured discussions identified in the PSHE scheme of work.
- Pupils' perceptions of the scale of bullying through periodic questionnaires.
- Parents'/carers' views on tackling bullying through periodic questionnaires.

We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.

The number of complaints and compliments that we receive from parents/carers.

From the comments made by visitors and other people connected with the school.

## **OWNERSHIP OF THIS POLICY**

The policy applies to all staff and to all pupils, whether temporarily or permanently on the school roll.

The Headteacher is responsible for introducing and implementing this policy. However all staff, all pupils and their parents/carers have an active part to play in the development and maintenance of the policy, and in its success.

Governors will ask for regular briefings on bullying within school, and will expect an annual report on the operation of this policy.

The policy will be formally reviewed annually

**RELATED POLICIES**

<b>Anti-bullying Policy</b>
<p><b>Linked to</b></p> <ul style="list-style-type: none"> <li><input type="checkbox"/> Safeguarding Policy</li> <li><input type="checkbox"/> Equality in Employment Policy</li> <li><input type="checkbox"/> Discipline and Pupil Behaviour Policy</li> <li><input type="checkbox"/> Attendance Policy</li> <li><input type="checkbox"/> Admissions Policy</li> <li><input type="checkbox"/> Home School Agreement</li> <li><input type="checkbox"/> Special Educational Needs Policy</li> <li><input type="checkbox"/> Complaints Policy</li> </ul>

Signed .....(Headteacher)	<b>Next Review Date : February 2020</b>
Signed ..... (Chair of Governors)	

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January 18	2.5	Ratified @ Full Governors 05.03.18	