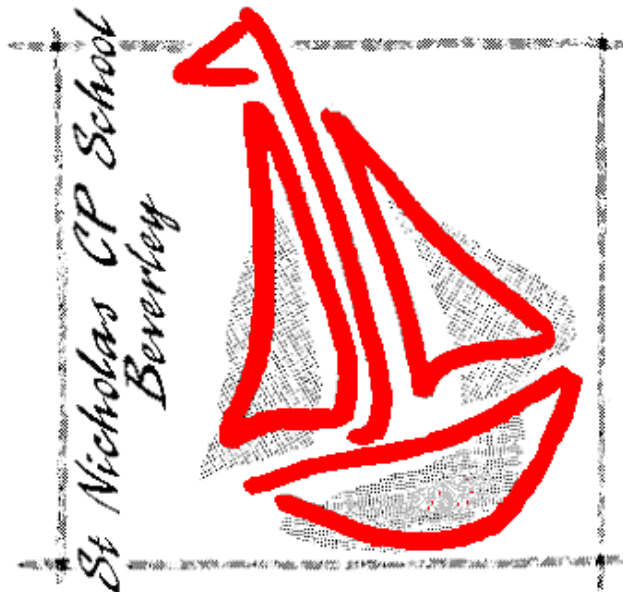


Beverley St Nicholas Primary School



Anti -Bullying Policy

Reviewed May 2009

SCHOOL VISION STATEMENT

Our vision at Beverley St Nicholas Community Primary School is to create a warm, supportive, nurturing, secure and happy learning environment where everyone feels valued and is encouraged to recognise and achieve his/her full potential.

OUR AIMS ARE :

- To provide a happy, caring and stimulating environment where quality relationships are important and each individual is valued and respected
- To enable everyone to experience success and help pupils develop lively, enquiring, imaginative and creative minds and reach their full potential
- To prepare children for the challenges and opportunities of adulthood in a changing world
- To provide an exciting, broad, balanced and relevant curriculum appropriate for individual needs
- To fulfil potential in all areas of school life
- To work together in partnership with parents so that they are fully informed and involved in their children's education

INCLUSION STATEMENT

Beverley St Nicholas Primary School is committed to creating a school in which the teaching and learning, achievements, attitudes and well being of every member of the school matter. We seek to create opportunities for all children to achieve their very best in terms of academic attainments and personal attainments. We aim to make the curriculum accessible to all in a stimulating learning environment in which success is celebrated in all areas. We strive to make everyone feel welcome. We endeavour to work with parents and members of the community to create a supportive environment for learning.

Rationale

The aim of the anti bullying policy is to ensure that all pupils learn in a supportive, caring and safe environment without fear of being bullied.

Our pupils have the right to feel secure and happy.

Aims

- To promote a secure and happy environment free from any type of bullying behaviour
- To take positive action to prevent bullying from occurring
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupil and parents/guardians of the school's expectations and to foster a productive partnership, which helps maintain a bully free environment

Definition

Bullying is anti-social behaviour and can affect everyone. It is unacceptable and will not be tolerated.

Bullying is defined as deliberately hurtful behaviour, *repeated over a period of time*.

Bullying can involve:

- physical or mental verbal attacks
- name calling
- malicious gossip
- damaging or stealing the property of the victim
- coercing the victim into acts which they do not wish to do.

Physical Bullying

One form is physically abusing the victim. This is the easiest form of bullying to be recognised as it can leave marks on the victim, i.e. bruising or torn clothes, an act that physically harms the victim. However, it can also involve intimidation by the use of stature or gangs to physically intimidate someone into thinking their way or to doing something for them. It can often be recognised when a group or individual is blocking any available exit to the victim and literally cornering them.

Verbal Bullying

Verbal bullying can be the use of derogatory terms to make the bully seem more powerful to the victim. It is often hard to detect because the victims tend to want to keep quiet about their ordeals.

Some things to look out for include the victim becoming less willing to talk to you and generally seeming in a much less happy mood than normal. It is important to make sure that paths are kept open for the victim to come to you rather than trying to intervene on something you are not sure about.

Indirect/Social Bullying

Indirect bullying is when derogatory terms are used to abuse someone. It can also be alienating someone from an activity. It is very difficult to determine when this is occurring. Being stopped multiple times from joining an activity is normally a show of social bullying.

Signs of Bullying

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 standards of work and lapses in concentration.

Pupils must be encouraged to report bullying in school.

This policy is designed to ensure that we are alert to the signs of bullying and act promptly and firmly against it and also aims to prevent bullying from happening in the first instance.

Procedures

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be investigated immediately by the member of staff who has been approached. Witness statements may be obtained and a record kept.
- A clear account of the incident will be recorded and given to a member of the SLT
- If necessary, a member of the Senior Leadership Team will talk to all concerned and decide upon appropriate action
- Class teachers will be kept informed
- Parents may be informed if necessary
- Sanctions will be used as appropriate (see Behaviour Policy)

Staff Responsibilities

- To promote antibullying
- To ensure that staff and children know the definitions of bullying
- To implement procedures to confront bullying in any form
- To listen to all parties involved in incidents
- To investigate as fully as possible
- To take appropriate action
- To record and inform parents of bullying incidents
- To foster by example the values we as a school believe in
- To promote the use of interventions which are least intrusive and most effective

The promotion of a caring, co-operative ethos is important. The only effective way of preventing bullying is to teach pupils from as early an age as possible that bullying is totally unacceptable.

As a school we need to co-ordinate inputs on bullying and relate them to other topics associated with care and concern for others. Anti-bullying themes are included in assemblies and circle times and present opportunities for bullying to be discussed.

Pupils who have been bullied will be supported by:

- Being offered the opportunity to discuss the experience with a member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- Discussing what happened
- Establishing the wrong behaviour and the need to change
- Informing parents/guardians to help change the attitude of the pupil

Pupils who feel they are being bullied know that they can come into school to a safe, agreed place at any time.

Links with other Policies

All children will be taught strategies of dealing with and preventing bullying. This is part of the SEAL, Behaviour and PSHCE policies. It is important that children are taught the definitions of bullying and learn to use these strategies.

Review

This policy is a working document and therefore is open to change and restructuring as and when the need arises.

Reviewed May 2009