



St. Michael's Easthampstead Primary School POLICY FOR ANTI BULLYING

Article 19: You have the right to be protected from being hurt and mistreated, in body or mind.

Article 39: You have the right to help if you've been hurt, neglected or badly treated.

1. Introduction

Bullying can be described as being 'a deliberate mental or physical act done to cause distress solely in order to give a feeling of power, status or other gratification to the bully'. It can range from ostracising, name-calling, teasing, threats and extortion, through to physical assault on persons and/or their property. It can be an unresolved single frightening incident which casts a shadow over a child's life, or a series of such incidents.

2. Aims

At St Michael's Easthampstead, staff, parents and children work together to create a happy, caring, learning environment. Bullying, either verbal, physical or indirect will not be tolerated. It is everyone's responsibility to aim to prevent occurrences of bullying and to deal with any incidents quickly and effectively. Research has shown time and time again that the extent of bullying in schools is greatly underestimated.

Bullying can be brought to the attention of staff either by the victim(s), their friend(s), their parent/guardian(s) or concerned parties.

3. Management

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

- Discussions at length with the victim. This will require patience and understanding. Remember – Listen, believe, act.
- Identify the bully/bullies. Obtain witnesses if possible. Advise the Headteacher
- Discussions with the bully. Confront them with the details and ask them to tell the truth about the situation/incident. Make it clear that bullying is not acceptable at St Michael's
- Separate discussions with parents of bully and victim
- Sanctions for the bully may include withdrawal from favoured activities, loss of playtimes, exclusion from school during lunchtimes, exclusion from school, depending on the perceived severity of the incident(s)
- Continue monitoring the situation by informing appropriate staff who will observe at playtime/lunchtimes and have discussions with victim to ensure no repetition

- As the behaviour of the bully (hopefully) improves, then favoured activities etc. can be re-instated and the child should be praised for good behaviour. This will rebuild the child's self-esteem, which may have been damaged after being caught bullying or could have been low anyway, hence the bullying
- All cases will be dealt with on an individual basis and in strict confidence.

4. Monitoring

In order to identify incidents of bullying and the identities of bullies at St Michael's, we have agreed to carry out the following strategies

1. All staff watch for early signs of distress in pupils
2. All staff listen, believe and act
3. Worry boxes in school where children can put written notes if they feel they cannot speak about their problem
4. The subject of bullying will be highlighted via assembly, Circle Time class discussion etc.
5. The Childline telephone number to be displayed clearly in school and www.thinkuknow.com.
6. All teachers to use monitoring sheets as required.
7. Reports of cyber bullying – linked to the E-Safety Policy

It is the responsibility of the Headteacher to track and record incidents of bullying, to monitor their frequency and to report to the Governing Body on a termly basis.