

Stepney Primary School



A Small School With Great Expectations

Anti-bullying Policy and Procedures

At Stepney raising the achievement and basic skills of pupils and ensuring that they reach their full potential is the responsibility of all staff

1. INTRODUCTION

Stepney promotes positive behaviour and as a school we are aware that bullying takes place in all institutions at some time or other. We believe that bullying is totally unacceptable and should be tackled and taken seriously. Children should feel safe and happy at Stepney. Representatives of the teachers, teaching assistants, governors, parents and pupils worked together to produce this policy. We have also consulted DfES guidance "Safe to Learn".

2. PUPIL STATEMENTS

At Stepney, we value our pupils' contributions to the running of the school. As bullying is something that could affect pupils directly, we asked them to contribute to this policy.

Here are our pupils' thoughts, views and ideas about bullying at Stepney.

- "Bullying is not big or clever but at Stepney there are plenty of teachers you can tell if you are getting bullied."
- "Bullies should be made to write 10 nice things about the person they have bullied."
- "Both sides of the story should be listened to."
- "Bullying can make children feel sad, lonely and upset."
- "There are consequences for bullies."
- "At Stepney, incidents are worked out in circle times and we all think of ways to solve it. Eventually things get solved."
- "At Stepney we all go to teachers to tell them our problems."
- "We have a worry box, which means you can write it down instead of talking about it."
- "I think bullying is stopped by having clubs and things to do."
- "Bullying is nasty, mean, awful and out of the question."
- "When someone bullies at Stepney we go and tell the teacher. She listens to both sides and then gets to the bottom of it. The person will go to the Head if it's really bad."
- "Bullying doesn't happen very much, we're good at Stepney."
- "At Stepney, bullying is taken very seriously."
- "Our policy is 'Say No to Bullying'"
- "Bullying should be dealt with by telling them to make up, missing playtimes and telling parents."
- "Sometimes there is a bit of bullying but it gets dealt with properly."
- "Bullies get put against the wall or get sent to the headteacher."

3. DEFINITIONS

Bullying can be defined as behaviour which:

- is deliberately hurtful either physically or emotionally;
- is repeated often over a period of time;
- makes it difficult for those being bullied to defend themselves.

The three main types of bullying are:

physical: hitting, kicking, taking belongings, deliberately harming someone or their property.

verbal: name-calling including insulting, racist, sexist or homophobic remarks.

indirect: spreading nasty stories about someone, excluding someone from social groups or cyber bullying, involving the use of the internet or mobile phones.

Pupils are bullied for a variety of reasons. Specific types of bullying include;

- bullying related to race, religion or culture;
- bullying related to special educational needs (SEN) or disabilities;
- bullying related to appearance or health conditions;
- bullying related to sexual orientation;
- bullying of young carers or looked-after children or otherwise related home circumstances;
- sexist or sexual bullying.

4. AIM AND VALUES

4.1 At Stepney we believe that bullying should be tackled for the following reasons:-

- the safety and happiness of pupils - bullied children are unhappy, lose confidence and self-esteem;
- educational achievement - their concentration and learning will be affected - some children will avoid school;
- giving the right messages i.e. bullying is not condoned and adults will help children who are being bullied
- to show that the school is an effective, caring institution to both children and parents.

4.2 To these aims Stepney has the Hull Local Authority 'Anti Bullying Accreditation'.

Steps taken to actively prevent bullying:

- although we have procedures to tackle bullies and incidents, Stepney believes actively preventing bullying is more effective;
- friendship stop and buddy system including a buddy bench which operates at playtime. Members of the School Council are responsible for this;
- self esteem programmes to work with vulnerable pupils (nurture groups); teaching assistants are trained to deliver these programmes;

- SEAL programme including regular circle times focusing on pupil's social skills and the ability to manage feelings and form positive relationships;
- anti-bullying week/Friendship festival. A whole week devoted to promoting anti-Bullying messages through the whole curriculum;
- active school council;
- Worry Box & Suggestions Box;
- Restorative practices, circles and recording sheets;
- All pupils know that they can go to these staff at any time and they will be met with sympathy and know that their issue will be dealt with.
- Pupils receive regular inputs (eg theatre workshops and part of PSHCE and ICT curriculum) on how to be safe on the internet, as cyber bullying is taken very seriously.

5. PROCEDURE

All reported incidents of bullying are taken seriously and investigated thoroughly. All incidents are discussed in confidence in line with the Hull Safeguarding Children Board. If an incident of bullying is reported the following options are considered:-

5.1 The aims of school anti-bullying strategies and intervention systems are:

- to prevent, de-escalate and/or stop any continuation of harmful behaviour;
- to react to bullying incidents in a reasonable, proportionate and consistent way;
- to safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil;
- to apply disciplinary sanctions to the pupil causing the bullying and ensure they learn from the experience, possibly through multi- agency support.

5.2 Incidents are reported to senior members of staff. We pledge:-

- we will never ignore suspected bullying;
- we will listen carefully to all accounts;
- we will follow up incidents repeatedly;
- we will do everything we can to resolve the issue.

Agreement may be reached between the children concerned as to how to resolve the problem. This may involve discussion with the class teacher or the head. The bullied child and the bully both need to be aware that a close eye will be kept on them. Staff and supervisors need to be aware and vigilant. Staff should talk to the bully to find out the reasons behind the bullying as this could be a 'cry for help'. Any child being bullied should be reassured that it is not his/her fault and, if appropriate, pupils will access self esteem programmes.

The school nurse, Mrs Cath Starling, could advise if appropriate.

Parents should be informed and included wherever possible. Parents need to be informed and their support gained in tackling the problem.

More serious bullying may require sanctions to be imposed e.g. loss of playtimes, privileges. Pupils identified as bullying will have access to a nurture programme to make them understand the effect of their bullying and encourage them not to bully.

Cyber bullying will be dealt with as any other bullying. In addition we will seek advice as to how to block emails or complain to host website, or mobile service provider if necessary.

Opportunities should be given to the bully to put things right, in line with restorative practice. In extreme cases, exclusion would be the final sanction, involving the Chair of Governors in that decision.

Any child having been excluded for bullying would be made aware that their return would depend on a promise of 'good behaviour'. (refer to Behaviour Policy)

6. PERSON RESPONSIBLE:

The Headteacher has the overall responsibility and reports racial incidents to the LA and all forms of bullying to Governing Body.

This policy was updated by Mrs S Stimpson
Revised Summer Term 2016

This policy will be reviewed in the Summer Term 2018