



ANTI-BULLYING POLICY

This policy applies to the whole school, including the EYFS.

Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyberbullying via text messages or the internet), and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. (*DfE advice Preventing and Tackling Bullying (2013)*)

St Piran's School is committed to preventing all forms of bullying from occurring, including all forms of racial, sexual/sexist, religious, cultural, homophobic, special education needs and disability and cyber (social websites, mobile 'phones, text messages, photographs and email) related behaviour.

It includes:

Verbal – name calling, teasing;

Emotional – leaving people out, nasty looks;

Physical – hurting people, interfering with their belongings or writing unkind notes or letters;

Cyberbullying – misuse of internet and mobile technologies, eg: sexting.

Any bullying via mobile phone or internet that impacts on school life in any way will be dealt with as seriously as any other type of bullying.

St Piran's recognises the seriousness of bullying, both physical and emotional (which may cause psychological damage). Where there is cause to suspect that as a result of a bullying incident a child is suffering, or likely to suffer, significant harm, the matter should be treated as a child protection issue. Adults should be aware of the possible signs and would know to investigate if a child showed any of these symptoms:

- Is unwilling to go to school;
- Becomes withdrawn or anxious;
- Shows signs of self-harm;
- Feels ill in the morning;
- Changes in standard of school work;
- Damage to property or clothes; Possessions going missing;
- Has unexplained cuts or bruises;

- Develops eating disorders;
- Frightened to say what is wrong.

The Aims

- To clarify for pupils and staff that bullying is always unacceptable;
- To take measures to prevent all forms of bullying from occurring;
- To encourage pupils and staff to identify and report any incidents;
- To support the needs of those identified as having been involved in bullying, to prevent it reoccurring;
- To demonstrate that bullying can be dealt with positively;
- To demonstrate that pupils do not need to 'suffer in silence' (using reference to Dcfs Guidance);
- To ensure that all pupils and staff are aware of the seriousness of bullying in causing psychological damage.

Objectives

- All members of the School have a responsibility to help eliminate bullying behaviour from St Piran's;
- That there is a forum (PSHCE in Upper and Middle School, Circle Time in Lower School, including Early Years), in which preventative, as well as investigative and remedial activities take place;
- St Piran's Anti-Bullying Policy is implemented through the curriculum;
- Children receive an information and advice leaflet in their homework diary (Year 3 to 6)
- As well as in PSHCE, this policy is regularly promoted during assemblies and during Friendship Week.

Prevention

- Raising awareness of staff through training, so that the principles of the school policy are understood, legal responsibilities are known, action is defined to resolve and prevent problems, and sources of support are available;
- Staff are made aware of issues pertaining to bullying, through regular INSET; this includes guidance on appropriate and inappropriate use of mobile phones and cameras, in EYFS and the rest of the school (*recommended as every 3 years*);
- Staff take action to reduce the risk of bullying at times and in places where it is most likely to occur;
- Talking to all the children during Circle Time (Nursery to Year 2);
- Citizenship Programme delivered through PSHCE (Year 3 to 6);
- Outside speaker on Cyberbullying and Internet Safety, providing age-appropriate information about sharing personal information and using technology to tease, threaten or bully (Year 6)
- No pupil is allowed a mobile phone in school;

- Internet access and computer usage is filtered and monitored in lessons and in other areas, e.g library.

Procedure (identifying bullying patterns)

- If a child is being bullied or knows someone who is, they must tell an adult straight away so that it can be dealt with;
- If a child receives any uninvited mobile phone/internet communication, they must save it for evidence;
If parents hear about any supposed incidents of bullying they must inform their child's Form Teacher;
- All staff are vigilant for pupils with recurrent aches, pains, visits to Matron, reluctance to go out for Breaks and at Lunchtime, desire to remain with adults, changes in behaviour and deterioration of work;
- In the event that behaviour is seen and deemed to be bullying, it is to be brought to the attention of other staff, and a written record of the incident made, to enable patterns to be identified.

Procedure (dealing with incidents)

- If an incident is reported, it will be investigated seriously, thoroughly and as sensitively as possible; initially by the Form Teacher who may then involve the Head of the Phase Group. More serious incidents will be escalated to the Heads of Pastoral Care in EYFS and main school (Mrs Stevens and Ms Jones, respectively) and ultimately the Headmaster;
- Proposed action will be discussed with the victim, this will include appropriate support;
- Both parties will have opportunities to explain the situation as they see it and receive any help and support that may be necessary;
- Bullying rarely occurs without witnesses and their evidence along with those actually involved would also be recorded in writing;
- Consequences of serious cases will be decided by the Heads of Pastoral Care in EYFS and main school in consultation with the Headmaster and other staff. Strong sanctions such as exclusion may be necessary in cases of severe and persistent bullying;
- Written information about bullying incidents is stored on the Staff LiveDrive in the incident report folder;
- All staff teaching the individuals should have access to this information, which should be disseminated by the Form Teachers;
- Parents of those involved will be informed as appropriate.

Involving Parents

- Parents, as well as all staff and pupils should know that the school will not tolerate bullying and that the school takes a positive, active approach to educating pupils to combat it. Parents will be informed of the policy and procedures;
- Parents of pupils who are being bullied and parents of bullies will be involved in the solution to the problem as appropriate;

- Each year we hold an 'Internet and Mobile Technology' safety awareness evening for parents;
- Parents are provided with guidance regarding taking photographs of children in school;
- Permission is obtained from parents as to whether photographs of their children may be used for school publications.

Involving Pupils

- Pupils will be involved in the development of strategies through the School Parliament, where they will have an input into the Anti-Bullying process;
- Through the curriculum, pupils will be educated on how to deal with bullying and what to do if it happens, so that they are clear about who they should inform, the part that they can play to prevent bullying, including when they find themselves as bystanders.

Monitoring and Evaluation

The Heads of Pastoral Care in EYFS and main school will ensure that the Anti-Bullying policy is being followed:

- by liaising with Form Teachers and Heads of Phase Groups and by recording and dealing with incidents;
- by liaising with the PSHCE Co-ordinator and PSHCE Subject Development Group, reviewing and revising the Scheme of Work;
- by collating confidential questionnaires

Success Criteria

The policy will be deemed to be successful if the view that bullying incidents are unacceptable, rare and effectively dealt with is held by staff, parents and pupils (*as indicated by confidential questionnaires*).

Reviewed By:	Head of PSHCE
Date:	September 2017
Next Review Date	September 2018