



Saint Pierre School,
16 Leigh Road, Leigh-on-Sea, Essex SS9 1LE

Anti – Bullying Policy

Policy Owner (Position)	Last Updated By (Name)	Date of Last Review	Date Next Review Due
Deputy Head	Peter Lane	1 st Sep 2020	1 st Sep 2020
Read in Conjunction with: Promoting Positive Behaviour and Sanctions Policy.			

Aims:

- To create, throughout the school, an ethos which ensures that bullying is seen as unacceptable;
- To provide the children with skills and attitudes which help them recognise bullying in themselves and others and thus help prevent it;
- To provide procedures for all those involved in the school community so as they know what to do if ever instances of bullying arise.

Objective

Every school member has the right to be safe from bullying and this view is upheld and reinforced by the actions of others.

A definition of bullying

Bullying is defined as deliberately hurtful behaviour, often (but not necessarily) repeated over a period of time. It can take many forms, but the main types are:

- Physical (e.g. hitting, kicking, theft)
- Verbal (e.g. name calling, racism, sexism, sarcasm, rumour mongering, inappropriate teasing, homophobic remarks)
- Emotional (e.g. behaviour which is intentionally hurtful to the emotions of the victim)
- Excluding – deliberately excluding people from friendship groups with bad intent.
- Hurtful behaviour based on racism – racial taunts, graffiti, gestures;
- Sexual behaviour – unwanted physical contact, abusive comments;
- Disability – whether that be physical, mental or emotional;
- Cultural – based on the cultural differences between people;
- Special Educational Needs.
- Electronic/Cyber Bullying – e.g. text messages, websites, photographs, social networking, video and email.

Effects of bullying

Saint Pierre School acknowledges the potential seriousness of bullying in causing psychological damage and sometimes physical harm (whether inflicted or self-inflicted).

Procedures to follow

Any school member, whether a child or an adult, has the right not to be bullied and are actively encouraged to tell someone this who will be in a position to end the bullying. For a child, that person might be their Form Teacher or any teacher they have a particular affinity with, an older child, a trusted friend, the Proprietor, Head of Early Years or the Headmaster. Children are reminded at various junctures during the course of a normal week to tell someone if they have even the smallest of problems. The children are told that small problems are easy to deal with and should not be allowed to escalate.

Children and staff affected by bullying are also encouraged to tell their parents and/or family. A parent or family member has a duty to inform the school of accusations of bullying behaviour so that the school can investigate. Where there is reasonable cause to suspect that a child is suffering or likely to suffer, significant harm from the behaviour of another child or children, then this situation will be reported to local agencies and all the children involved, both perpetrator and victim, may be treated as being 'at risk'.

Any adult experiencing bullying is encouraged to tell a colleague, in-line manager or Proprietor/Headmaster or anybody else who might be in a position to help.

Investigation and recording

Where bullying is reported, an accurate written record of events and facts is kept in the Incident log which is now kept on Integris (previously in the School Office in the grey filing cabinet under, 'Incident Book'). The school will interview all parties concerned to establish the facts and action against a bully will only be taken when these are established. Teachers, teaching assistants or staff members to whom alleged bullying allegations are made will take extensive notes, quote verbatim where possible and finally write up a report. Notes and reports will be filed and archived on Integris. Any incidents of bullying based on protected characteristics should be recorded as such with the specific characteristic identified.

Support and sanctions

The school will employ a range of strategies to ensure that the victim is supported and protected in the future and that the bully/bullies fully understand the hurtful and damaging nature of their actions.

Punishments may be applied if appropriate and may be serious, including temporary suspension and permanent exclusion. Parents of both the victim and the bully/bullies will be informed and the school will work with the families to ensure that bullying behaviour is not repeated.

Promoting an anti-bullying ethos

The school also promotes its anti-bullying policy through teacher and pupil-led assemblies, through this policy, through schemes of work in PSHE throughout the school, through Form Time and Form Teacher discussions, through the School Council and by the setting of appropriate examples of behavior by staff.

Bullying and conflict often arise from 'play fighting' and name calling - both these forms of behaviour are not allowed at Saint Pierre School.

Involving Parents

We involve parents to ensure that they are clear that the school does not tolerate bullying and that they are aware of the procedures to follow if they believe that their child is being bullied. We make sure that our parents feel confident that we will take any complaint about bullying seriously and resolve the issue in a way which protects the child.

For bullying incidents parents of both parties are always kept fully informed about how the alleged bullying is being handled

Staff awareness raising and training

Staff awareness of bullying is raised through weekly Staff Meetings which are attended by teachers and other staff, at which children's pastoral welfare is discussed and any bullying related issues are discussed. Should there be the need, an emergency Staff Meeting will be called that same day.

All staff are required to remain constantly alert to bullying and the need to reduce the risk of it arising. Teachers should pay particular attention to times and locations where bullying might be more prevalent, such as break times and trips.

Staff failing to deal with an incident appropriately will be required to undergo further training. Whilst it is easy to say that there is no bullying at Saint Pierre School, everybody needs to be constantly vigilant and a 'zero tolerance' approach will be adopted to proven cases of bullying.