



All Saints' C of E Primary School

Whole School Anti-Bullying Policy

Rationale

Evidence suggests that one in seven children may be 'victims' or perpetrators of bullying. What is more significant to All Saints' is the effect that bullying behaviour can have on victims, perpetrators and witnesses. Bullying could have an impact on the

- life of the school and its ethos
- emotional welfare of individuals and groups
- academic achievement of individuals and groups
- long and short-term mental health and social welfare of both victims and bullies.

What is Bullying

Definition: 'The persistent hurting, frightening or intimidating of another person'.

Some of the common ways people are bullied are

- physical intimidation which may lead to violence
- verbal intimidation and/or spite
- social isolation
- emotional intimidation.

Who is Bullied

Victims of bullying may have obvious characteristics which single them out from the rest of the class, school or community - gifted, special needs, ethnic origin. In addition victims may: lack assertiveness, have low self-esteem, lack social skills to deal sensitively with some situations or be over-nervous or anxious.

What signs should be looked for?

Being victimised can, and often does, lead to one or more of the following:

- depression
- poor concentration
- not realising academic potential
- emotional or behavioural difficulties
- social isolation
- low self-esteem
- physical injuries
- poor attendance
- being late or trying to avoid coming
- feigning illness
- bed wetting.

It must be remembered that the initial signs of being victimised may not always be obvious. Victims will often be wary of disclosing incidents for fear of getting into trouble or even reprisal.

Who is a Bully?

Bullies do not fit into neat categories but they often have common characteristics:

- low self-esteem
- lack social skills
- lack empathy and understanding of other situations
- lack insight into the causes or consequences of their own behaviour
- lack remorse.
- Manipulative
- May themselves be victims

It is not uncommon for bullies to come from homes where bullying is ineffectively dealt with, condoned, used regularly by other members of the family.

Where may Bullying occur at All Saints'?

Bullying may occur at any time, in any place, but we must be aware of the key areas and times where and when bullying might occur, and provide adequate supervision. We have identified these as being:

- All playgrounds
- Cloakrooms, toilet areas.

The journey to and from school and the period before school commences are difficult times, as is lunchtime - to a lesser extent morning/afternoon playtimes.

All Saints' Whole School Response to Bullying

Our whole school Positive Behaviour Policy ensures that all pupils are aware of

- how they are expected to behave
- the positive consequences of meeting those expectations
- the negative consequences of failing to meet those expectations.

Staff should encourage children to deal with bullying in the following ways:

- be assertive. Tell them to go away. Say No. Say Stop it or I will tell the teacher. Say I am not going to listen.
- ignore the comment (if they can).
- stay with a group.
- **seek help from an adult at school or at home.**

(This is conveyed to children during Circle Time and Assemblies).

Staff themselves should

- be vigilant and responsive to bullying behaviour
- work together, keep everyone informed of incidents and support each other (eg circle time, assemblies)
- encourage children to TELL us about bullying, reinforcing that this is acceptable and not telling tales
- listen.

Action following a Report of Bullying

Following a reported incident, staff should aim to stop the bullying happening again by encouraging both the victim and bully

- to think about their behaviour and the causes and effects of bullying
- to find the solutions to the problems themselves – eg the Buddy Stop.

The **victim** should be supported by

- making sure the pupil feels that he or she is being listened to
- reassuring the pupil by explaining how he or she will be supported and how the incident will be dealt with.

The **bully** should be dealt with fairly by

- describing the reasons for your meeting with the pupil
- staying calm, listening to their side of the story
- assuring the pupil that bullying incidents are serious regardless of reason.

Victims and bullies should be encouraged to resolve the difficulties and avoid them happening again.

At All Saints' we are fortunate in that children generally accept admonishment at first heeding. Should a child's bullying tendencies not be modified at this stage **or** if an incident is deemed as more serious a Bullying Incident Report Form (see Appendix 1) should be completed and referred to The Head/Deputy.

The Bullying Incident Report Form

- identifies clear and consistent procedures for dealing with incidents of bullying
- helps monitor the progress of individual pupils
- helps in the monitoring of our anti-bullying policy
- informs parents of the severity of the situation.

The form should provide the basis for negotiation, helping the bully and the victim to

- see the situation from the other's point of view
- explore the causes and effects of the incident
- identify how the situation could have been avoided or can be resolved
- explore ways to resolve the current conflict.

In meeting with the pupils concerned make clear:

- that during the meeting you are going to agree on certain things and that they will be recorded on the Incident Report Form
- expectations of how they will behave in the future
- the monitoring arrangements, eg report card, verbal
- what pupils should do if there is another incident
- what the school will do if problems continue
- what the punishment will be, if it is appropriate, eg letter of apology.

The Review session should take place as arranged. If no further incidents have occurred, a copy of the Incident Report Form should go

- to SENCO
- children's files.

Further evidence of bullying or provocation

- parents will be informed
- further support may be discussed with SENCO
- exclusion procedure may be put into effect.

This policy will be reviewed as part of the School's Policy Monitoring Cycle.

M Robinson

September 2012

All Saints' Primary School, Ilkley
ANTI BULLYING REPORTING FORM

1. General Information

<i>Alleged Perpetrator</i>	<i>Victim</i>	<i>Witness</i>
Year _____ M/F _____	Year _____ M/F _____	Year _____ M/F _____

2. Type of Incident

Psychological/Emotional: Racial Harassment Name Calling Inciting Others
 Spoiling Work Threatening Behaviour Abuse of Personal Property
 Excluding Others Swearing at Ridiculing Other

Physical: Punch Kick Hairpull Extortion
 Jostling Weapon Spitting Other

3. Details of Incident

Location _____ *Time* _____

Immediate Action Taken _____

4. Long Term Action Taken with Perpetrator

Long Term Action in Support of Victim

Number of Previous Reports <input type="checkbox"/>	Number of Previous Reports <input type="checkbox"/>
Child Aware <input type="checkbox"/>	Child Aware <input type="checkbox"/>

To be completed by Head

5. Other Parties Informed/Involved

✓ *New Ref*

x *Ongoing involvement*

Parents <input type="checkbox"/>	Social Services <input type="checkbox"/>	Police <input type="checkbox"/>
Education Support Service _____	Other _____	

Signed: _____ Position: _____ Date:
