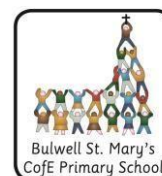


Bulwell St Mary's Primary School Anti-Bullying Policy



Aims of this policy

To provide all staff with an understanding of the school's position on bullying, the way it seeks to prevent bullying and the process it operates when bullying is discovered.

To provide strategies for preventing and dealing with bullying promptly and consistently

To help building an anti-bullying ethos in Bulwell St Mary's.

What is bullying?

At Bulwell St Mary's we accept the following definition of 'bullying' taken from:

Primary National Strategy SEAL materials (2006)

Bullying may be physical, verbal or (in the case of cyber bullying) written and has three key characteristics:

1. It is ongoing (not the same as a conflict between two equals or a random, unprovoked, aggressive act)
2. It is deliberate
3. It is unequal – it involves a power imbalance (this can result from size, number, status, protected single equality characteristics)

What are our principles?

It is the basic right of all children and young people that they receive their education free from humiliation, oppression and abuse.

We have a responsibility to create and maintain a safe and secure environment for all the pupils in our care, so that parents may send their children to school in the confident knowledge that they will be protected from bullies.

In the same way all adults at Bulwell St Mary's school have the same right to work free from harassment, humiliation and abuse.

The policy.

All discovered bullying will be acted upon. Therefore, every person who is part of Bulwell St Mary's Primary School has a responsibility to take action.

The organisation, administration and practices within the school will reflect the commitment to the prevention of bullying.

Single equality incidents

All single equality incidents will be recorded on the Bulwell St Mary's primary school proforma and reported to the Head Teacher. Please see the single equality policy for details.

Identifying bullying

Children who are being bullied may not always be prepared to tell someone. It is important therefore that members of staff, parents and others who deal with the children are observant and alert for signs of bullying.

These might include:

- Unwillingness to come to school
- Withdrawn, isolated behaviour
- Complaining about missing possessions
- Refusal to talk about the problem
- Being easily distressed
- Damaged or incomplete work

(Further guidance can be found on the DCSF website)

Procedure for dealing with bullying

Once a disclosure is made, it should always be treated seriously, with appropriate discretion and carefully investigated. The procedure for dealing with bullying is set out below:

1. Once the behaviour is identified as bullying the incident should be reported to the Head Teacher or the Deputy Headteacher.
2. The victim and perpetrator should be interviewed separately.
3. The victim's story should be listened to and the pupil reassured that s/he has done the right thing by reporting the situation. Victims of bullying often feel powerless and vulnerable. They may end up believing that they deserve to be bullied. Everything should be done to re-establish the victim's self-esteem and self-confidence.
4. The perpetrator should be spoken to and the reasons why s/he has bullied identified. The bully should be helped to recognise his/her unsociable behaviour and given support and counselling if necessary to address that behaviour.
5. On some occasions it may be possible to sit victim and bully down together to discuss their feelings and the reasons why the situation has developed. The problem could then be resolved amicably and/or a compromise reached.
6. On other occasions the bully should be told firmly to stop his/her anti- social behaviour immediately and to stay away from the victim.

7. In all instances, the parents of both parties should be contacted and informed of the situation and the action taken. If appropriate, they should be invited into the school to discuss the matter.
8. Follow up meetings with the victim should be arranged to find out whether the solution has been effective or not, and the situation should be monitored.
9. Serious or prolonged bullying could result in one or more of the following sanctions:
 - writing an explanation or apology for the incident
 - withdrawal of break or lunch time privileges
 - Removal from school at lunch times
 - behaviour report
 - withholding participation in school trips or sports events that are not an essential part of the curriculum
 - Internal seclusion
 - Suspension
10. A written record should be made of every incident of bullying by the phase manager/class teacher. This is recorded on our electronic system. The report should indicate who was involved, where and when the incident occurred, what happened, what action was taken, whether the parents were informed and how the incident was followed up.

Review Date Autumn 2029