

# Christ the King Primary School and Nursery



## **ANTI-BULLYING POLICY**

Ratified: 19<sup>th</sup> January 2017

Review: January 2020

This anti-bullying policy aims to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. We are a *Telling School*, we expect everyone to tell if bullying is occurring.

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect.

### **Aims of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents will have an understanding of what bullying is.
- All governors, teaching and non-teaching staff will know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents will know what the school policy is on bullying, and what they should do if bullying arises.
- Pupils and parents will be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

### **What is bullying**

The term bullying refers to a range of harmful behaviour, both physical and psychological. All bullying behaviour usually has the following four features:

1. It is repetitive and persistent. This is a result of it being experienced as part of a continuous pattern and can be extremely threatening and intimidating.
2. It is intentionally harmful - though occasionally the distress it causes is not consciously intended by all of those who are responsible or play a bystander role.
3. It involves an imbalance of power, leaving someone feeling helpless to prevent it or put a stop to it.
4. It causes feelings of distress, fear, loneliness.

Bullying can take many forms, including name-calling, taunting, mocking and making offensive personal comments; threatening and intimidating; creating situations in which someone is humiliated, or made to look ridiculous, or gets into trouble; playing tricks and pranks; spitting, kicking and hitting; pushing and jostling, and 'accidentally' bumping into someone; hiding, damaging or taking belongings; sending malicious text messages, emails or photographs; leaving people out of groups or games or social occasions; and spreading hurtful and untrue rumours. Several of these behaviours plainly involve the use of words. Several, however, equally plainly, may be non-verbal, involving body language, gesture and facial

expression. Non-verbal behaviours can be just as hurtful and intimidating as those that involve abusive language.

### **Signs of bullying**

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in the work patterns, lacking in concentration or truanting from school. Pupils will be encouraged to report bullying in this school. All staff will be alert to changes in behaviour.

### **Staff**

In Christ the King Primary School and Nursery teaching and ancillary staff are always alert to the signs of bullying and act promptly and firmly against it in accordance with the school policy.

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Principal.
- The Principal/ Vice-Principal will interview all concerned and record the incident.
- Class teachers will be kept informed.
- Parents will be informed.
- Punitive measures will be used as appropriate and in consultation with all parties.

### **Pupils**

Pupils who have been bullied will be supported by:

- Reassuring the pupil and offering immediate opportunity to discuss the experience with a teacher or member of staff of their choice.
- Working with their parent to restore self-esteem and confidence.
- Offering continuous support and counselling e.g. Art Therapy, or support from outside agencies e.g. action for Children.

Pupils who have been bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and the need to change.
- Working with parents/guardians to help change the attitude of the pupil.

The school will also use the services of EA Pupil Personal Development as and when appropriate.

## **Parents**

Parents should discuss what bullying is with their children at home.

Be alert for signs of bullying.

Inform the school immediately if there is any suspicion of bullying.

## **Consequences of bullying behaviour**

- Warning
- Loss of Golden Time
- Withdrawal of privilege
- Break-time/lunchtime detention.
- After-school detention.
- Suspension.
- Permanent exclusion.

## **Preventing Bullying**

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in Circle Time, PDMU, religion, assemblies to promote anti-bullying, plays and dramatisations which highlight bullying. The school will highlight Anti-Bullying week and will hold a series of events throughout the year to ensure that all children are aware of bullying and its devastating consequences. We will ensure that all children have a voice through bubble-time, circles-time, suggestion boxes, class and school councils. We will always ensure that children are listened to and heard.

## **Monitoring, evaluation and review**

In Christ the King Primary School and Nursery we will monitor and keep records of bullying behaviour.

The school will review this policy annually and assess its implementation throughout the school.