



St Benet's RC Primary School

Anti-bullying Policy

Reviewed - Spring 2018 (Ratified by Governors 19th April 2018)

Next review - Spring 2019

This should be read in conjunction with the Pupil Anti-Bullying Leaflet November 2017/18

Introduction

At St Benet's we aim to provide a caring, friendly and safe environment for learning, where everyone feels secure, valued and respected.

The Law states that all schools have a legal responsibility to provide an anti-bullying policy, which is effective in the response to all bullying incidents as they may occur. We will respond promptly and effectively to issues of bullying.

We will provide children with the knowledge and understanding to enable them to recognise bullying and respond in a positive and appropriate manner.

We recognise the following legislation and will act in accordance to the laws they state:

- Education Act 2002
- Human Rights 1998
- Health and Safety at Work Act 1974
- The Local Government Act 2000
- Disability and Discrimination Act 2003
- Anti Social Behaviour Act 2003

We also refer to guidance from Working together to Safeguard Children 2006 and the Local Authority Anti Bullying Charter Mark.

Reference to other policies

This anti-bullying reference has also been written with cross reference to other internal school policies. Policies to be observed in conjunction with our Anti-bullying policy are:

- Behaviour and Discipline Policy
- Equality Diversity Policy
- School Mission Statement
- Health and Safety Policy
- PSHCE Policy
- School Improvement Development Plan

Defining bullying

Bullying is a sustained or repeated action taken by one or more children, with deliberate intent.

This behaviour results in having a negative effect on the emotional or physical well-being of the child.

Types of bullying include: verbal, emotional, physical, racist, and cyber-bullying. This definition was produced in consultation of the whole school community, led by the anti-bullying team, whose members are a cross section of the whole school family.

Working Party

Although everyone in school has an active role in tackling bullying a named team has been organised to meet once a term and monitor anti-bullying progress within the setting:

[St Benet's RC VA Primary School](#)

[Anti-Bullying team.](#)

Ann Blakey – Headteacher

Caroline Lloyd – Teacher/Anti-Bullying Co-ordinator

Head Boy and Head Girl

Anti-Bullying student representatives (ABC)

Happy Police

Awareness Raising

St Benet's has recently been awarded the **Gold Charter Mark** which is recognised throughout the city of Sunderland. We have strategies and initiatives currently in place to raise the profile of anti-bullying in school:

- Anti-bullying policy available for all to read via St Benet's website.
- Links provided for parents/carers to other informative appropriate websites.
- Questionnaires to parents.
- Questionnaires to children.
- Staff meeting agenda.
- Regular sessions on SEAL or PSHCE based lesson.
- Anti-bullying posters/leaflets displayed in school.
- Anti-bullying display.
- All staff/team to be involved in yearly evaluations of anti-bullying policy.
- Pupils voice, through school council, assemblies and newsletters.
- Anti-bullying suggestion box for pupils to access. (worry box)
- Statements to Live By.

The Consultation Process

- Questionnaires for parents/pupils/staff.
- Anti-bullying co-coordinator to liaise with outside agencies and inform staff of training and recommendations received.
- Children to attend Children's Anti-bullying conference at Monkwearmouth School.
- School council meetings.
- ABC / Happy Police set up on the yard-regular meetings with Caroline Lloyd
- Website updated to inform parents of current Anti-bullying Policy.

Policy Aims.

To promote an ethos where bullying is regarded by all, to be unacceptable. Teachers, pupils, parents, carers and others in the local community to be given access to this ethos. Everyone should be educated and informed to support understanding of the definition of bullying and how we at St Benet's implement our Anti-bullying policy. Children will be aware of how to keep themselves safe and also know strategies to help friends or peers in need of support. Children will be taught the value of friendship and how to treat others with mutual respect. They will recognise their own fears and value themselves and others as individuals. Self-esteem and behaviour lessons will be taught in conjunction with behaviour and safety issues and not be viewed as separate topics. Consistency by all staff on agreed strategies must be implemented without acceptance to ensure the policy aims are met. To ensure a safe and secure environment is created where everyone can live, learn and work.

Responding to Bullying

- All staff to respond to bullying incidents using the agreed protocol.
- Incidents to be recorded and passed to Phase leader/Head teacher for decision making and action to be taken.
- Staff must be observant of patterns and repetitiveness in incidents to ensure the correct support for involved children is used.
- All staff to respond using SEAL and PSHE lessons in particular response to an incident if required.
- Quality Circle Time.
- Nurture Group.
- Friendship Groups.
- Named pupil representative to be given a voice in meetings to discuss behaviours and children's concerns.
- School Council involvement.
- Statements to Live By.

Implementation of the Policy

- Assemblies
- PSHCE
- Circle Time
- Newsletters
- Displays/posters
- High profile response to bullying
- School Council meetings
- Introduction meetings

Curriculum Implementation.

- Lessons which address bullying issues to be evident in cross-curricular lessons to ensure ethos is embedded into school life (To be given to Anti-bullying Coordinator as evidence.)
- SEAL/Assemblies
- Children taking the lead in classroom jobs to raise self-esteem and promote positive behaviour.
- Targeting children who need help support and guidance relating to self-esteem issues.
- Anti-bullying lessons to be delivered throughout the academic year and not to be viewed as an isolated learning outcome.

Monitoring

Bullying records used to track numbers, types, locations and frequencies. This information should allow coordinator to highlight emerging patterns and inform future steps for prevention.

- Staff, who are on duty report bullying incidents to class teacher.
- Lunch time supervisors to report incidents to class teacher.
- All parents concerns to be documented and responded to accordingly.
- Staff to inform and communicate with parents regarding action and monitoring of incidents.
- Parents/Staff discussions to be dated and recorded for monitoring purposes.
- Children involved are monitored and given appropriate support.
- Bystander action/increased, sense of collective responsibility.
- Improved attendance.
- Improved attainment.

Evaluation

- Anti-bullying team to meet on a termly basis to evaluate systems and progress.
- Review incidents and responses.
- Questionnaires.
- PHSE for children evaluations.
- Parents meetings.
- Governors meetings.
- Senior Staff/staff meetings.
- School visitor's evaluations.

Review

- Anti-bullying team to review and coordinator to report findings in whole staff meetings.
- Annual review in coordinators report with action plan.
- Anti-bullying team to liaise with governors and Head when required.
- Identify areas of weakness.
- Anti Bullying Coordinators report.
- Anti –Bullying Policy must appear annually on the governors agenda.