

St Thomas' CE Primary School

Anti-Bullying Policy

What is Bullying?

At St Thomas', we think that bullying is:

Individuals or groups repeatedly physically or emotionally hurting another person or a group of people on purpose.

This means:

- Bullies can be one or more people
- Victims can be one or more people
- Bullying can be physical (kicking, punching, scratching, tripping up etc)
- Bullying can be verbal (name calling, swearing, saying unkind things about family etc)
- Bullying can happen via the Internet and on mobile phones
- Bullying is repeated and happens more than once
- Bullying is planned by someone against someone else

How we aim to prevent bullying:

- By talking about it openly and regularly
- Encourage children to feel comfortable talking about bullying
- Giving time to the subject, in class, in assembly, circle time etc.
- Through role play and drama
- Through regular circle time
- By making it clear that bullying is not acceptable and will not be tolerated in school or in society
- By involving children and parents in tackling bullying
- By giving children the opportunity to take part in a restorative justice conference
- By promoting and rewarding positive behaviour
- By reporting bullying to adults or using the bullying box

(The bully box and slips can be found near the entrance of the school. Children should post concerns about bullying in this box. This will be checked regularly, incidents monitored and staff informed as appropriate by the Deputy Headteacher.)

When bullying occurs

1. Immediate Steps

Talk to the victim and then the bully concerned individually and then together if appropriate (set additional time to deal with the incident if needed)

2. Recording/Reporting Incidents

Write down accounts of incidents from all parties and file them in class behaviour files/copies to HT /DHT

Encourage children to write incidents on a form and post in the bully box

Monitor the situation and review the strategies regularly

3. Who is informed

All staff who work in the Key Stage and playground need to know.

Headteacher or Deputy Headteacher should be informed.

Parents of the victim and bully should also be informed.

Opportunities for helping those children perpetrating the bullying will be discussed as necessary.

Supporting the bully and getting to the root of the problems might help prevent incidents from reoccurring.

4. Sanctions

If the behaviour has been occurring at playtime, then the perpetrator should miss playtime. Grey slips will be given in line with the Behaviour Policy

A letter should go home to parents inviting them in to discuss the matter. Continuous behaviour will have additional consequences (see behaviour policy). If problems continue, Head or Deputy or outside agencies might be involved.

5. Restorative Justice

The school have adopted a 'restorative justice' approach to helping children resolve their differences and talk about incidents, which may have upset them at school. Initially, any child involved in a more serious behaviour or bullying incident at school will have chance to talk to an adult about what happened, explaining their thoughts and feelings and how they think their actions might have affected others. Where appropriate, children may also meet up with each other after an incident has occurred (with adult supervision), to discuss the issues, apologise where necessary and accept responsibility for any mistakes made.

The school hopes that by helping the children understand each others' emotions better, it will reduce the number of incidents in school even further and eventually help the children to calmly articulate where they feel there's injustice.

End of school day

Staff should lead children into the playground at the end of the school day to ensure that all children leave the premises safely. Whilst the school does not have responsibility for children once they have left the premises, we expect children to behave sensibly. Where incidents are reported to the school, the Headteacher will either write to/speak to parents, or in the more serious or persistent cases contact the Education Welfare Service.

Updated by Adrian Jones & the S&A governors February 2017

And by Ian McDonald September 2017