

School Mission Statement

'Learning and growing together, inspired by the love of Jesus'

Anti Bullying Policy

At St Aidan's, our Mission Statement talks about 'Learning and growing together, inspired by the love of Jesus'. From this starting point, we aspire to model positive relationships at every level to illustrate tolerance, forgiveness and kindness and also to set out what is unacceptable in a relationship and how we deal with it at school.

This policy will link closely with our policy for Behaviour which should be read alongside.

Bullying is present in all schools and it is in good schools that children are given the tools and support to deal with it effectively.

Very simply, bullying happens when a person is subjected to **repeated** aggressive acts **over a period of time**, by another person or persons. Bullying can involve physical or verbal attacks, name calling, malicious gossip, damaging or stealing the property of the victim or forcing the victim into acts they do not wish to do. It is the feelings of the victim which are most important to address.

This could also include cyber-bullying – using technology to threaten and hurt others in a variety of ways such as social networks or texting. St Aidan's is aware that it has a responsibility for children's well being even if events have taken place outside of school particularly with reference to digital communication.

Bullying can be on the grounds of race, gender, religion, appearance or homophobic references. It is the wilful, conscious desire to hurt, threaten or frighten someone repeatedly, for whatever reason and will not be tolerated at our school.

ADVICE AND GUIDANCE

Bullying is contrary to all the values which this school holds dear. All staff are involved in detection, but in order to emphasise the severity of bullying, the school procedures will be carried out by Senior Management ie Head or Deputy Head.

Teachers/ Teaching Assistants

1. Watch for early signs of distress in pupils – deterioration of work, isolation, spurious illness, erratic attendance.
2. Listen carefully and record all incidents on Incident Reports which should be passed on to senior leaders.
3. Offer the victim immediate support by referring to senior leaders.
4. Ensure that all activities at playtimes and lunchtimes are closely monitored.
5. Discussion with class about bullying as part of PSHE Policy and Curriculum.
6. Using the Go Givers/ PSHE resources, support the national campaign for Anti-Bullying Week.

When this approach does not resolve the issue and the bully continues with poor behaviour towards the same individual then:

PROCEDURES

1. Referral by class teacher or immediately to Head or Deputy Head, who will then inform other class teachers and staff to raise awareness.
2. If this offensive behaviour is repeated, after an initial warning by a member of the senior management team, then:
3. Parents of both children invited into school to meet with a member of senior management.
4. Head or Deputy Head should record their discussion with both parties with reference to the specific and repeated behaviour which causes offence.
5. Parents of pupils involved should be sent copies of all reports and the reports placed in pupils' file for a year.
6. Support will be offered to the bully by school/Local Authority.
7. If the same behaviour persists beyond this stage, then governors will be informed with prospects of temporary/permanent exclusion from school.

PUPILS

1. Bullying is not acceptable.
2. Do not stand and watch others being bullied – take action – tell someone.
3. If you are being made unhappy, try to handle it yourself first – tell them to stop or you will tell someone.
4. If they do not stop, tell your class teacher or Head or deputy Head and keep a record of all the things they have done and when.
5. Do not bully anyone – you may find yourself becoming unhappy if people will not play with you.

PARENTS

1. Watch for signs of distress in your children. There could be unwillingness to attend school, a pattern of headaches or stomach aches, equipment gone missing regularly, damaged clothing or bruising.
2. Discuss friendships, how playtime is spent, journey to and from school.
3. If you think your child is being bullied tell the school immediately.
4. Keep a written record if the bullying persists; record WHO, WHAT, WHERE, WHEN.
5. Do not encourage your child to hit back – it may make matters worse. Instead, encourage your child to recruit friends and make their feelings known to a member of staff. A child who has friends is less likely to be bullied.
6. Speak to the Headteacher directly if you feel the matter has not been resolved by the teacher.

CONCLUSION

There is no doubt whatsoever that children do not like to be bullied. There is also no doubt that the staff in this school do not accept bullying and will do all in our power to eradicate any and all forms of

bullying. Our message to everyone in our school, comes from the words of Jesus, "Treat others as you would like them to treat you".