

# St Cuthbert's CE PRIMARY SCHOOL

## ANTI-BULLYING POLICY

"Bullying is the wilful, conscious desire to hurt, threaten or frighten someone.....Bullying can be physical and/or verbal in nature."

*Bullying: A positive response. Tatum and Herber.*

In any situation, bullying can include repeated teasing, name-calling, staring, whisper campaigns, "sending to Coventry", threats, blackmail, the taking or hiding of property or physical violence.

St Cuthbert's CE School's anti-bullying approach will:

- make it known that bullying will not be tolerated.
- ensure that no-one suffers from verbal, physical, or emotional abuse in any form.
- make the school a place where everyone can feel secure.
- make everyone aware that bullying will be dealt with immediately.
- ensure that no-one feels victimised in any way.
- encourage pupils to share and discuss their problems.
- ensure that staff are aware of signs of bullying.

A code of practice for handling any bullying incidents has been discussed and drawn up. It relies on the school being informed of any problems at an early stage so that action can be taken before matters reach extremes. Pupils should feel confident about approaching members of staff with any problems. Parents should feel confident in the knowledge that any approach to school will be dealt with sympathetically and patiently. They will not be dismissed as over-anxious parents.

### CODE OF PRACTICE

To uphold this code, staff will foster and encourage a school atmosphere where pupils are sensitive to and care for the feelings of others, value the contributions others make to school life and value their school, its property and the property of others.

#### Staff will:

- record, investigate and take action in every reported instance of bullying.
- watch for signs of distress in pupils which may indicate that he/she has been the victim of a bullying incident.
- be vigilant at all times, but particularly at break, lunch-times and when numbers of children are in cloakrooms.
- in the first instance deal with classroom incidents themselves, referring to senior staff if appropriate.
- support victims as much as necessary.
- take appropriate action discreetly and sensitively.
- encourage pupils to report incidents.
- use personal and social education to foster and create a caring and co-operative school environment.
- teach appropriate social behaviour by drawing on incidents as they occur in school life.
- consult with mid-day supervisors over lunchtime incidents.
- make the unacceptable nature of bullying behaviour, and the consequences of any repetition, clear to the bully and his/her parents.
- ask parents to keep a home record for further discussion if reports of bullying incidents are persistent

Reviewed and updated May 2016

Signed \_\_\_\_\_

Review summer 2018

## BULLYING PROCEDURE

Pupil reports to member of staff or an incident is observed.



Staff member investigates talking to the individuals separately.



Staff member records incident in the behaviour file or bound behaviour book if it is deemed to be of a 'severe nature', including names, dates and other relevant details and informs Head and all staff at staff meeting. Ensure MSA's are also aware of the issue. See Behaviour and discipline policy.



Problem continues



Staff member talks to the perpetrator and the victim separately. Parents are informed verbally of the problem. Head informed and all staff updated.



Problem continues



Head talks to the pupils involved and calls in parents. Consider with parents the use of outside agencies



Problem continues



Parents invited in to school to discuss the strong possibility of exclusion and outside agencies contacted as an immediate action.

**Record of severe behaviour****Name of child:**

Date and time of incident	Name of person filing record	Nature of behaviour	Sanction	Shared with child and parent	Link to Discipline and behaviour policy.