



St. Mark's C.E. Primary School

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Prevention of Bullying Policy

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St. Mark's Primary School –
a caring place to learn, play and grow

Prevention of Bullying Policy

At St. Marks' Church of England Primary School we are committed to working with children, staff, governors and parents/carers to create a school community where bullying is not tolerated.

We define bullying as:

'Behaviour by an individual or a group, usually repeated over time, where an imbalance of power is used to intentionally hurt another either physically or emotionally.'

We believe that:

- All bullying is unacceptable irrespective of how it happens and/or what excuses are given in an attempt to justify it.
- We must investigate all incidents of bullying and take action where necessary, supporting both the bully and the victim at all times.
- Children who bully must be held to account for their wrongdoing, but may need support to change their attitudes and behaviour eg using a restorative approach.
- All inappropriate language that perpetuates attitudes underpinning bullying behaviour must be challenged at all times.
- Everyone in our school has a responsibility to respond promptly and effectively to all instances of bullying.
- We must communicate with parents/carers regarding any concerns about bullying and deal promptly with complaints.
- All our children must feel safe and be confident that any reported incidents will be dealt with effectively by all responsible adults.
- It is important to focus upon preventing bullying behaviours in school.

Bullying may be....

Type	
Physical	<ul style="list-style-type: none">▪ Interfering with/ taking property▪ Fighting▪ Hurting▪ Pushing▪ Intimidating body language.
Mental	<ul style="list-style-type: none">▪ Threats of violence (both verbal and non-verbal)▪ Ignoring/shunning▪ Cutting people out of a peer group▪ Demanding money/goods/favours▪ Victimisation▪ Group condemnation▪ Undermining self confidence▪ 'Bitchiness'▪ Sarcasm▪ Highlighting differences▪ Graffiti designed to intimidate or embarrass
Verbal	<ul style="list-style-type: none">▪ Sexually offensive remarks and/or behaviour▪ Teasing▪ Name calling

	<ul style="list-style-type: none"> ▪ Ridiculing/mimicking/sarcasm ▪ Mocking ▪ Personal insult/ridicule ▪ Blackmail ▪ Referring to family/homelife/clothes ▪ Racially offensive taunts, remarks or behaviour ▪ Racial/sexual harassment
Non Verbal	<ul style="list-style-type: none"> ▪ Staring ▪ Gestures ▪ Body Language
Cyber	<ul style="list-style-type: none"> ▪ Usually through the misuse of technology to humiliate, offend, blackmail, or any of the above. It can also be observing as a bystander. ▪ Email, mobile phone, picture messages, video messages, chatrooms, social networking.
Homophobic	<ul style="list-style-type: none"> ▪ Any form of the above which is related to sexuality, persuasion or relationship.
Other	<ul style="list-style-type: none"> ▪ Related to faith or belief system, including culture and or race. ▪ Related to social background ▪ Related to appearance/ disability/ health

Possible indicators of bullying include:

We recognise that the following behaviours may suggest someone is being bullied. However we also recognise that the list is not exhaustive.

- disturbed sleep
- bed-wetting
- head and stomach aches
- problems with concentration,
- changes in behaviour and attitude
- truanting
- bullying other children
- damaged or missing clothes / money / property,
- asking for more money than usual or stealing money
- withdrawn or changes in their usual behaviour patterns or attitude
- distressed or emotional and finds it hard to articulate their feelings
- changes in their eating patterns
- changes in their online activity
- shows evidence of self-harming or even for extreme cases potential suicide
- is unusually tired without a reasonable explanation
- has unexplained bruises or marks on their body, (some may refuse to change for PE)
- repeatedly comes to school without dinner money or a packed lunch
- seems afraid to be alone and requires more adult interaction.

Where Bullying can occur

As a school we think about where bullying may occur. We recognise that the most likely places are:

- in cloakrooms, toilets
- in the playground
- walking to and from school
- in quieter areas
- in hidden or covert corners.

- At home (cyber bullying)

Strategies for dealing with preventing bullying

St Mark's employs a range of strategies for preventing/dealing with bullying. These include:

- Never ignoring suspected reported bullying
- Being alert to changes in children's behaviour (see list above)
- Always listening carefully to all accounts. Use a restorative approach.
- Reported bullying is recorded on the bullying database.
- Communication with parents
- Being aware of vulnerable children eg newcomers, those with disabilities etc
- Following up to check that bullying has not resumed
- Awareness raising through assembly, drama, PSHE lessons and circle time
- Development of self-assertion and peer support skills through PSHE lessons and circle time
- Embedded lessons through SEAL
- E Safety lessons including cyber safety events
- NSPCC educational team to work with Year 5 and 6 on a biannual cycle
- School ethos of 'telling' if things are wrong
- Special Events eg Jigsaw group work, Antibullying Week, links with our feeder High School and drama roadshows.

Name Calling

Name calling of **any type** is not tolerated; this includes race, faith, sexual orientation and disability. It is dealt with by the adult to who it is reported to or who has heard. All records of name calling are in the front of the Yellow Book. If two entries in the same week, there will be a Yellow Book entry and parents informed through the Yellow Book letter. Entries for name calling will be monitored by the Pastoral Leader and intervention put into place to prevent this.

Buddy Bench

The main playground has a designated 'Buddy Bench' and is available for all children to visit and be supported by their peers. Play leaders as well as 'Playground Friends' operate in the playgrounds at lunch in order to facilitate good lunchtime behaviour that may prevent any form of aggression occurring.

Each class is supported by their own designated Midday assistant and all children from Reception to Year 6 are aware of this relationship and the role that the Midday plays.

Planned opportunities to tackle cause and effect of Bullying

Anti bullying is part of the planned PSHE and Citizenship curriculum. In October or November, we as a school take part in the National Anti Bullying Week, a week where we focus our attention on the effects of Bullying and strategies that can be employed to resist bullying.

The messages of anti bullying are also included as part of Collective worship and Assemblies.

When incidents occur or when there is a particular issue within a group, class or Key Stage more emphasis would be given to this area not just under the planned opportunities.

Support

Every child has the right to be supported, both victim and bully. There are lots of opportunities and adults available at St Mark's for support:

- Class Teacher

- Teaching Assistant
- Parent Support Mentor
- Behaviour Support Mentor
- Midday Assistant
- Lunchtime Coaches
- Pastoral Leader
- Head Teacher
- Leadership Team
- Playground Friend
- Restorative Approach Ambassadors

Reporting Bullying

- All incidents of bullying will be recorded on the Anti Bullying Database by the member of staff dealing with the issue. The database is found in: 'Teachers Area Only, Pastoral, Pupils, Behaviour, Bullying, Bullying Database.' Each incident will be investigated and then colour coded according to whether the 'bullying' is: agreed bullying (green), not bullying (red) or could be bullying if the incidents continue (orange).

Agreed bullying is defined by the person who has dealt with the issue. They make that decision – it will be subjective.

- All racist incidents are recorded by the Head or Deputy Head teacher in the Incident Book in the Head Teacher's Office.
- Any member of staff who becomes aware of bullying must report it to the class teacher. Consequences will be applied dependent on the circumstances (see Behaviour Policy)
- In all cases of agreed incidents of bullying, the parents of the 'victim' and the 'bully' will be informed.
- Agreed bullying will be monitored closely and follow up may take place with the use of outside support agencies. E.g. BSS.
- Cases of 'bullying' that are not agreed will be carefully monitored by the class teacher, and other adults supporting that child.
- The number of bullying incidents are reported to the Governing Body on a termly basis via the Head teacher's Report to the Governors.

Parents

The role of the parent is vital in supporting school, the 'victim' and the 'bully'. All parents are made aware of our stance on bullying via the 'Good Behaviour Book' (given out to all new parents). An antibullying leaflet is available for information purposes.

Monitoring of the Policy

It is the responsibility of the Head Teacher, Key Stage Leaders and Pastoral Leader to monitor the effectiveness of the school's procedures and strategies. This will be done through the frequent discussions about behaviour and children that occur on a daily basis and analysis of the Bullying Database. In order to involve children in this process, the School Council will have behaviour and safety on the agenda for their meetings. It is also important that the whole school community has a vital role in implementing and monitoring this policy to ensure its effectiveness.

Links to other school policies/ strategies:

This anti-bullying policy links to a range of policies/strategies, including:

Multicultural inc. Racial Equality Policy
Behaviour policy

Care and control policy
PSHE policy
Safeguarding policy
Responsible Use policy
Restorative Approach strategy

This policy will be reviewed every 2 years.

January 2020

