



St Mary's C of E (Aided) Primary School, Pulborough



A Christ-centred school with a child-centred curriculum

ANTI-BULLYING POLICY

This policy was adopted in: September 2017

The policy will next be reviewed in: September 2018



The school's Anti-Bullying Policy is printed here in full, since we believe it is centrally important.

At St Mary's C of E (Aided) Primary School we believe that a child cannot learn effectively unless he or she feels secure, successful and happy. We aim to make and keep St Mary's C of E (Aided) Primary School a safe and happy place, where children can learn and play without being afraid or worried. We are concerned with helping children to develop socially acceptable attitudes, self-discipline and self-confidence, as well as an acceptance of responsibility for their own actions. We live by our mission statement of 'A Christ-centred school with a child-centred curriculum'.

We are committed to cultivating values such as courtesy, respect, tolerance, honesty and perseverance. This requires the establishment of an orderly community through a proactive rather than reactive approach.

This policy should be read in conjunction with our Behaviour Policy, Safeguarding Policy and Single Equality Scheme.

GENERAL RATIONALE

Bullying affects everyone, not just the victims and the bullies. It affects those children who watch, as well as parents, staff and friends. Bullying is not an 'inevitable part of school life' or 'a necessary part of growing up' and it rarely 'sorts itself out'. No one person or group, whether pupil or staff, should have to accept bullying.

At St Mary's Primary School we accept the Weald Family of Schools Statement on Bullying which states:

- Bullying exists in our society
- We strongly disapprove of bullying and will take action to prevent it in our school
- One of the defining features of bullying is its persistence.

The following three elements will always be present in any definition of bullying:

- An unequal power relationship between bully and victim
- The deliberate use of aggression (verbal or physical)
- The causing of physical pain or emotional distress

WHAT IS BULLYING?

a) Physical

A child can be physically punched, kicked, hit, spat at, etc.



b) Verbal

Verbal abuse can take the form of name calling. It may be directed towards gender, ethnic origin, physical/social disability, or personality, etc.

c) Exclusion

A child can be bullied simply by being excluded from discussions/activities with those they believe to be their friends.

d) Damage to property or theft

Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the victim hands over property.

At St Mary's School bullying will be dealt with openly. We must be aware that to be seen to act is as important as taking action. Silence and secrecy nurture a culture of bullying. Attitudes within the school can be a major factor in counteracting bullying.

The following are significant:

- The ethos and general environment
- Relationships within the school
- The shared behaviour policy
- The development of self-esteem
- The curriculum
- At St. Mary's we ensure that all children are treated with respect and that the Christian aims and character of our school are embedded into how we deal with all behavioural issues.

All adults should:

- Set an example of good relationships
- Have the ability to be assertive if required within the situation
- Intervene early
- Demonstrate caring, empathetic and respectful attitudes – school aims
- Be fair

In addition we believe it is the premeditated, deliberate or recurring aspect that separates bullying from the simple playground argument.

What can you do if you are being bullied?

- Remember that silence is the bully's greatest weapon
- Tell yourself you do not deserve to be bullied, and that bullying is wrong



- Be proud of who you are. It is good to be an individual
- Try not to show that you are upset. It is hard, but a bully thrives on someone's fear
- Stay with a group of friends/people. There is safety in numbers
- Be assertive, say 'Please stop that! I don't like it'. Walk confidently away.
- Go straight to a member of staff and tell them what has been happening. If you are too scared to talk to an adult, write down what has happened and put it in the Worry Box. It will be read and passed on to your class teacher to deal with.
- Fighting back may make matters worse. If you decide to fight back talk to a teacher or a parent/guardian first.
- It is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with the bullies in a way that will end bullying and not make things worse for you.

If you know someone is being bullied:

- Take action. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- If you feel you cannot get involved, tell an adult immediately. Teachers have ways of dealing with the bullying without getting you into trouble.
- Do not be, or pretend to be, friends with a bully.

We ask parents to:

- Look for any unusual behaviour in your children. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
- Always take an active role in your child's education. Enquire how their day has gone, with whom they spent their time, how lunchtime was spent.
- If you feel your child may be a victim of bullying behaviour, inform the school immediately. Your complaint will be taken seriously and appropriate action will follow.
- It is important to advise your child not to fight back. It can make matters worse.
- Tell your child that there is nothing wrong with them. It is not their fault that they are being bullied.
- Make sure your child is fully aware of the School Policy concerning bullying, and that they should not be afraid to ask for help.



DEALING WITH INCIDENCES OF BULLYING

Our approach to dealing with bullying incidences is based upon the recommendations in the DFEE Anti-Bullying pack, and guidance from WSCC.

We will:

- Take the report or incident seriously.
- Take action as quickly as possible, reassuring the victim and offering help and advice.
- Make it plain that we disapprove of bullying and will encourage those who bully to see the victim's point of view and consider their feelings and share responsibility. Discuss the problem with bystanders and friends of the victim and bully.
- Avoid reacting aggressively or punitively towards the bully (in order to avoid giving the message that it's alright to bully if you have the power).
- Inform and involve all sets of parents calmly, clearly and concisely; reassure them that the issue will be dealt with and will not be held against anyone.
- Inform Headteacher and Class Teacher.
- Continue to check with the victim that the situation has been resolved.
- If the situation persists deal appropriately with the bully through suspension and, as a final resort, exclusion.

Bullying

At St Mary's Primary School we do not accept bullying – bullying is wrong

Bullying is physical violence – someone hurting you on the outside. It is also emotional – someone hurting your feelings on the inside.

If you think you might be being bullied try some of these steps:

1. Tell the bully 'Please stop that. I don't like it'.
2. Tell an adult – at home or at school.
3. If you are too worried – put a note in the Worry Box.

Your teacher will talk to you and everyone involved. Your teacher will keep an eye out for you.

If this does not stop the bullying, then Mrs Brown will be involved.

Tell someone – break the silence and stop the bullies.

