St Nicholas Primary School

ST NICHOLAS PRIMARY SCHOOL

Anti – Bullying Policy

September 2024

St Nicholas Primary School

1. Introduction

At St Nicholas Primary School we are committed to providing a caring, secure and supportive environment in which pupils can live and work happily and without fear. We regard all forms of bullying as totally unacceptable regardless of race, gender, sexual orientation, or disability. We recognise the effects that bullying can have on pupils' feelings of self worth, on their learning and on the school community and will actively promote an anti-bullying environment.

2. Statement of Intent

St Nicholas Primary School believes that:
- Bullying is unacceptable.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Children and young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We will use processes, systems and current school policies to develop and repair relationships which have been damaged by bullying.
- We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

3. Definition of Bullying

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Bullying is therefore:

- deliberately hurtful;
- repeated, often over a period of time;
- difficult for those being bullied to defend themselves. against

It can take many forms but the main types are:

- Physical (e.g. hitting, kicking, theft)

- Verbal (e.g. name calling, making insulting, homophobic, racist or offensive remarks)
- Indirect (spreading nasty stories or rumours, excluding someone from social groups)
- Ignoring (e.g. not acknowledging someone)

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we pay particular attention to:

- Racial harassment and racial bullying;
- Sexual bullying;
- Homophobia
- Peer on peer abuse
- Bullying of pupils with special educational needs or disabilities;
- Cyber-bullying and online safety -
  through emails, social networking sites or mobile phones etc.
- Bullying of LGBT pupils
- Bullying of pupils with mental health difficulties

Sexual Harassment

Sexual harassment creates an atmosphere that, if not challenged, can normalise inappropriate behaviour. These behaviours should never be tolerated, passed off as 'banter' or part of growing up.

Sexual harassment is likely to: violate a child's dignity, make them feel intimated, degraded or humiliated and/or create a hostile, offensive or sexualised environment.

Any reports of Sexual Harassment at St. Nicholas School will be taken seriously, and the academy will utilise appropriate sanctions, as outlined in the behaviour policy.

4. Creating an anti-bullying climate

Our school's Behaviour Policy explains the importance we place upon promoting positive behaviour to create an environment where pupils behave well, where they take responsibility for each other's emotional and social well-being and include and support each other.

Our aims are:

- To raise awareness of bullying and our anti-bullying policy;
- To create a positive, caring ethos where bullying is regarded as unacceptable
- To create a safe and secure environment for everyone to work and learn in
- To increase understanding for victims and help pupils to constructively manage their relationships with others;
- To deal effectively with incidents of bullying in our school community and to put preventative measures into place.
- To outline procedures that will be followed when bullying is reported.
- To create a school ethos that encourages disclosure of bullying whereby

children, parents and staff feel able to discuss any incident causing concern.
- To equip all staff with the skills and information necessary to deal with incidents of bullying.
- To ensure that all incidents of bullying are recorded on CPOMS.

Governors have a duty
- To be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

Through the development and implementation of this policy, St Nicholas Primary School trusts that all children, young people, parents/carers and staff will:
- Feel confident that everything is being done to make St Nicholas a safe and secure environment
- Know who can be contacted if they have any concerns about bullying
- Feel supported in reporting incidents of bullying
- Be reassured that action regarding bullying will take place

5. Reporting Bullying

All teaching and non teaching staff , are aware of
and alert to any signs of bullying in school. We foster an open approach where both pupils and parents are able to share their concerns about a bullying incident with any member of staff, although a parent's first point of contact will often be the child's class teacher.

Procedures to follow:

1   The person making the report is listened to carefully and relevant details are noted, including date, time, signature, incident.
Reports of bullying are never ignored. Support staff report the incident to class teachers, phase leaders, or the school's Leadership Team as appropriate.

2   The reported incident is investigated. Incidents of bullying together with outcomes are recorded in CPOMS.
These are monitored and discussed with staff and parents where appropriate. The headteacher is involved when the bullying behaviour is more serious, i.e. not an isolated incident, and keeps a log of more serious incidents. We value the support of parents and aim to keep them fully informed.

3   Staff follow the Jigsaw – PSHE programme. Speaking to all children involved in all forms of bullying is an effective way of actively engaging the children in the process.

4   A monitoring period will follow to ensure that bullying has not resumed. Pupils involved are made aware that their behaviour will be monitored.

5   If the bullying behaviour continues then further action will be considered
       such as enlisting the advice of outside agencies, e.g, Phillip Painter - Strategic
Safeguarding and Risk Management Lead, Pupil
       Referral Unit or the involvement of the Special Needs Co-ordinator and
       consideration given to setting up an individual behaviour support plan.

6. Strategies to prevent bullying

St Nicholas has adopted a number of strategies to raise awareness of bullying and
how to prevent it from taking place. Each class has an emotions caterpillar, worry
monster. Mrs Wood is our ELSA trained worker and children can speak to her at any time if
they are upset or worried about anything.

Staff training
Staff have been made aware of the signs and symptoms of bullying and how to
recognise bullies and victims. Staff will receive ongoing training in dealing with
bullying incidents and preventative measures.

Pupil awareness
Pupils are made aware of issues surrounding bullying through a variety of means.
PSHE and jigsaw, and circle time are
opportunities for discussion and sharing experiences and feelings. Assemblies and
drama activities provide other opportunities to raise awareness about bullying. A
range of activities are undertaken during the National Anti–Bullying and E-Safety
weeks each year. Classes of different age groups work together on anti-bullying
projects and are encouraged to talk to each other about friendship and support for
each other.

7. Bullying outside school
We know that bullying can occur outside the school. We encourage pupils
not to suffer in silence and will always offer to support to help them. We will work with the
community, outside agencies and parents to help tackle bullying outside of school. The school
has an online worry monster that the children can access at home via a table, computer or
phone.

8. Sanctions for bullying
Sanctions will apply for incidents of bullying. These will be in line
with the school's Behaviour Policy.

Parents may be involved in the early stages. If the incident is deemed serious then
it will proceed quickly with the intermediate stages being missed.

9. Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated. Following anti-bullying activities and solution focused thinking about bullying, ideas and comments from pupils are discussed and followed up. The school will liaise closely with staff, parents, pupils and governors in the implementation of this policy and will analyse and share the results of monitoring and feedback.

The Head of School is responsible for introducing and implementing this policy. However all staff, all pupils and their parents/carers have an active part to play in the development, maintenance and success of the policy.

10. Information on the signs and symptoms of bullying

Identifying victims
One or more of the behaviours listed below over a period of time may indicate that a child is being bullied.

- Unwilling to come to school – feigning illness e.g. headaches, upset stomachs
- Concentrate less in class, stop producing good quality work;
- Reluctance to go outside at playtime;
- Cling to adults on the playground;
- Isolate themselves on the playground, becoming withdrawn;
- Becoming distressed very easily;
- Have temper tantrums, impulsively hitting out;
- Have unexplained bruises or scratches;
- Possessions keep going missing or are damaged;
- Scared to walk to or from school if unaccompanied by parent;
- Anxious and insecure;
- Refuse to say what is wrong;