

# 2022

## Anti-Bullying Policy



Implemented: October 2022

To be reviewed: October 2024

Review frequency: Two Years

Consultation process

Signed (HT)

(COG)

*“In everything we do today, we’re following Jesus and his way.”*

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## **Anti-Bullying Policy**

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At St George's we believe that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. As a school we are concerned about the issue of bullying and there are a number of reasons for challenging such behaviour in school:

- The safety and happiness of pupils. Bullied children can be unhappy and may suffer injury.
- Educational achievement. Bullied children are likely to have poorer concentration.
- Providing a model for helpful behaviour. Pupils must see bullying as unacceptable behaviour.
- Those who watch or who are aware of bullying are also harmed by it.

We promote good behaviour through our Golden Rules (see Behaviour Policy). It is made clear that bullying is a form of anti-social behaviour and will not be tolerated. It is up to all adults at our school to take bullying seriously, and to do something about it. Adults must provide a positive role model in the way they treat other adults and children. Their own behaviour must not be seen to encourage bullying.

### **Definition**

- Bullying is deliberately hurtful behaviour
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves

It can take many forms but the five main types are:

- a Physical – a child can be physically punched, kicked, hit etc
- b Verbal – this can take the form of name calling and maybe directed towards gender, ethnicity, disability, personality etc
- c Exclusion – child can be bullied by being excluded from discussions or activities
- d Damage to property or theft - pupils may have their property deliberately damaged or stolen
- e Online – this can include social media, texting, and involve images as well as

words (please also refer to cyber-bullying policy and safety policy)

We use assemblies, RE and PSHE sessions to reinforce the importance of considerate behaviour towards each other and that behaviour which could be regarded as bullying will not be tolerated. Children will always be encouraged to tell if they are being bullied or to report any incidents they observe of such behaviour in school.

## **Signs of Bullying**

Changes in behaviour are not always easily understood - being bullied could be one reason why a child's behaviour changes. We need to be alert to the possibility that bullying could be occurring. These are some signs which need to be investigated sensitively.

The child may:

- Become withdrawn, clingy, moody, aggressive, uncooperative or non-communicative;
- Behave in immature ways, e.g. revert to thumb sucking or tantrums;
- Have sleep or appetite problems;
- Have more difficulty concentrating;
- Show variation in performance
- Complain of illness more frequently

Some victims of bullying do not appear to reveal any outward signs

## **Immediate action for staff**

We cannot expect children to automatically draw attention to bullying when it happens - adults accept responsibility and need to be pro-active to ensure that they are aware of what is going on.

- Ensure the immediate safety and well-being of children
- Protect and support all parties while the issues are resolved
- Listen to the children sympathetically and take their concerns seriously
- Encourage children to discuss the incidents of bullying

- Involve children in discussion about what action will be taken and ensure they understand what action will be taken
- Inform the headteacher, or in his absence, the Deputy Head or Inclusion leader, who will consider a range of strategies to ensure that bullying does not occur again
- Record incidents and actions
- Inform parents and discuss the situation with them calmly (the headteacher may decide to do this)
- Maintain contact and work with parents
- Be consistent

If the above actions fail to resolve the situation then following a final warning a fixed term exclusion may have to be enforced. However “exclusion as a response to bullying should be used sparingly and always as a last resort.”

### Resources

- DFE "Don't Suffer in Silence" anti-bullying pack
- Durham LEA Anti Bullying guidelines
- Banish Bullying
- NYCC Anti-Bullying resources