St Michael's Church of England Primary School
Anti- Bullying Policy

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Our School Vision

As a school community, we aspire to develop life-long learners who have the confidence to explore the world around them and grow as unique individuals. We provide a safe family environment, inspired by Christian values, in which the flourishing of each enables the flourishing of all.

'This little light of mine, I'm going to let it shine!'

'Let your light shine before others, so that they may see your good works and give glory to your Father who is in heaven.' Matthew 5:15

Introduction

Everyone at St Michael's has the right to feel welcome, secure and happy. Only if this is the case will all members of the school community be able to achieve their potential. The school will provide a secure, caring, Christian community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and co-operation. We intend the school to be a happy and enjoyable place to work, which will provide the opportunity for every child and adult to fulfil their potential in an attractive, well- resourced and stimulating environment. We will encourage children to become confident, independent learners who are able to contribute positively to the school and the community in which they live so they can take their full place in society secure as individuals, whilst able to respect the needs and values of others.

In line with this statement:

- Bullying in any form, be it physical, verbal, emotional, racial or cyber is therefore unacceptable.
- Pupils who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.
- It is everyone's responsibility to prevent bullying and this policy contains guidelines to support this ethos.
- Where bullying exists, the victim must feel confident to activate the anti-bullying systems within the school to end the bullying. It is our aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and build an anti-bullying ethos within the school

Principles of our Policy

- To express our belief that all pupils should be included fully in the life of the school.
- To provide a learning environment free from any threat or fear, which is conducive to the achievement of individual aspirations.

- To reduce and to eradicate, wherever possible, instances in which pupils are made to feel frightened, excluded or unhappy.
- To reduce and to eradicate, wherever possible, instances in which pupils are subject to any form of bullying.
- To respond effectively to all instances of bullying that are reported to us.
- To establish a means of dealing with bullying, and of providing support to pupils who have been bullied.
- To provide support for pupils who are accused of bullying, who may be experiencing problems of their own.
- To ensure that all pupils and staff are aware of the policy and that they fulfil their obligations to it.

Definitions of Bullying

Bullying is deliberately hurtful behaviour that is repeated over a period of time and can take various forms.

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racial	racial taunts, graffiti, gestures
Direct or indirect verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber bullying	All areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls Misuse of associated technology , i.e. camera & video facilities

The school works hard to ensure that pupils know the difference between bullying and 'falling out' with others.

Actions to Tackle Bullying

We will be vigilant for signs of bullying and take reports of incidents seriously. We will use the curriculum (circle time, PSHE and citizenship lessons) and collective worship times to reinforce the ethos of the school and help pupils to develop strategies to combat bullying-type behaviour.
Pupils are told that they must report any incidence of bullying to an adult within school and that if they see bullying taking place it is their responsibility to report this to a member of staff. If children feel unable to tell an adult, they can talk with Peer Mediators. In addition, the School Council is a forum where issues of bullying can be raised.

As soon as we are aware of an incident of bullying taking place we will investigate the situation. As a school we also aim to be fair and will listen and talk to both parties involved in any situation. Any witnesses may be interviewed.

Parents/carers of victims (and bullies) will be informed of the outcome of any investigation and progress.
All reported incidents of bullying will be investigated by a member of staff. The Class Teacher will be responsible for recording incidents reported to them by pupils and parents and will report them to the Headteacher.

If bullying includes racial abuse, this will be reported to the Headteacher who will record it in the Racial Incident records.

Upon discovery of an incident of bullying, we will discuss it with the children involved in a way that is appropriate to their age and level of understanding. Each of them will be given an opportunity to talk and the discussion will focus on finding a solution to the problem and stopping the bullying recurring. Children who bully others will be told clearly that the behaviour is unacceptable and has consequences. It will also be made clear to all parties that the situation will be monitored and it is their duty to inform us of any further incidents. Bullying can only be dealt with by engendering an open culture.

Peer support groups or a designated mentor adult or older pupil may be used to support the children if it is appropriate.

The school may contact outside agencies to provide support for children if a situation is ongoing.

Consequences for bullying are part of our behaviour policy and a persistent bully may be excluded from school.

Cyber Bullying
We are aware of the increased incidence of cyber bullying that children face in today's Technological society. If we are told of a cyber -bullying incident, which could be through emails, texts or postings on a website we would:

1. Advise the child not to respond to the message
2. Notify parents of the children involved
3. Refer to relevant policies e.g. E-Safety Use policy
4. Secure and preserve any evidence
5. Inform the sender's e-mail service provider

Parental Involvement
We welcome parents informing us of incidents of bullying and ask that they underline to their children the difference between bullying and day to day disagreements. This will enable us to focus on real incidents of bullying.

The parents of children involved in a bullying incident will be informed about it and the action that has taken place. They will be asked to support strategies proposed to tackle the problem.

It is not appropriate for parents to approach another child regarding an incident; the school will deal with any issues.