

**St Helena's Church of England Primary School, Willoughby**

**Anti Bullying Policy**

*"To Learn is to live."*

*Valuing Compassion, Community, Endurance, Friendship, Hope, Respect,  
Thankfulness, Wisdom*

Our School Aims are to help each individual:

- ***Be happy and confident learners, encouraged to take risks and challenges within a safe and caring environment,***
- ***Discover and reach his or her full academic and social potential,***
- ***Enjoy a broad and balanced curriculum enriched with a wide range of learning opportunities,***
- ***Grow up with the highest moral values, firmly rooted in the concept of Christian love and respect for all, in partnership with parents, the Church and the wider community."***

Therefore, we do not tolerate bullying of any kind towards anyone in our school whether it is:

Child towards child,

Child to adult,

Adult to child or

Adult to adult

Bullying is when someone persistently, deliberately and wilfully hurts, threatens or frightens another person using words or actions, to their face, behind their back or using technology. It may continue for some time before the victim is able to say something. It may appear very small to someone else but to that person it is serious.

**Often a bully:**

Is bigger and stronger than the victims;

Disguises themselves so adults don't suspect them;

Is impulsive and has a strong need to dominate others;

Demonstrates anti-social behaviour such as name calling, hitting, kicking, and teasing;

Is aggressive towards adults, peers and siblings;

Is often embarrassed by his/her academic achievements;

Is often jealous;

Does not care about others

Does not feel guilty

**Often a victim:**

Is new to the class or school;

Is different in appearance, speech, academic ability, relationships with other people, religion/faith or background from other pupils;

Suffers from low self-esteem;

Reacts in exactly the way the bully wants;

Is nervous or anxious

Is seeking acceptance or attention

Bullying causes real unhappiness and emotional stress for the victims. Victims see themselves as friendless, inadequate and become withdrawn. They may be unable to cope with school work, have periods of absence, show signs of depression and not want to go into the playground.

In our school we hope:

- Everyone feels happy, safe and secure
- If someone feels sad, lonely or hurt, s/he can drop a note in the friendship box, find a playground buddy, school councillor or someone to talk to who will tell an adult
- If someone feels sad, lonely or hurt, we will always listen to that person and help in the best way for them **immediately**

**When dealing with bullying in school adults/playground buddies must**

Remain calm. Overreacting increases the effect the bully has and gives him/her control of the situation;

Take any incident or report seriously;

Consider whether your actions need to be public or private;

Reassure the victim; don't make them feel inadequate or foolish;

Offer the victim and the bully help/advice/support.

Make it clear the bully's behaviour is unacceptable and you disapprove;

Encourage the bully to see the victim's point of view;

Discipline the bully if you feel it necessary; but remember, reacting aggressively or punitively can give the message that it is all right to bully if you have the power;

Explain clearly why the punishment is being given (see Positive Behaviour policy for school sanctions).

Where an incident occurs, the member of staff dealing with it should inform the teacher of the children involved. If the incident is sufficiently serious in the opinion of the teacher, then the matter should be reported to the Head, who will take appropriate action either by speaking with those involved and/or informing parents, whose early intervention and support is essential. The incident will be recorded on an incident form and kept in the child's Safeguarding file (SBM's office) and a copy kept by the Head.

This policy is closely linked to other policies of the school including that for positive behaviour and **all staff must recognise the importance of their role in creating a positive atmosphere of care and respect for others**. The atmosphere is built through activities in the classroom and on the playground or sports field, and opportunities to praise positive behaviour are encouraged at all times.

Governors and parents have the right to bring their concerns about any bullying to the Head. The Head must deal with the information and follow up any incident immediately. The Head must then report back to the Governor or parent as soon as possible.

*If the situation has not been resolved, the parent can follow the procedures explained in the Complaints Policy and seek support beyond the school.*

It is the responsibility of all adults in school to ensure that this policy is put into practice. We will endeavour to create such a climate for learning. All our children are entitled to the best start we can provide in the lifelong process of learning.

This policy was agreed by the Governing Body and will be reviewed every year or before if legislation changes.

