An Daras
Multi Academy Trust

Anti-Bullying Policy 2015

St Stephens Community Academy

Status: **Approved**	
Recommended	
Statutory	Yes
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Adopted v1.0	**Feb 2012**
Reviewed and approved as v1.1	**Jan 2015**
Next Review	**Jan 2017**
Advisory Committee	Local Governing Advisory Body
Linked Documents and Policies	St Stephens Academy Behaviour Policy

St Stephens School CP School

Anti-Bullying Policy

1. INTRODUCTION

It is the policy of the Local Governing Body/Board of Directors and staff of St Stephens Community Academy to create a positive atmosphere in which children feel safe, secure and happy and are given the maximum opportunity to learn while developing self-discipline, a respect for themselves, for others and for the environment. This policy applies throughout the school day and into extra-curricular activities.

Bullying can be described as follows:

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

There are three main types:

- **physical** – hitting, kicking, taking belongings
- **verbal** – name calling, insulting, racist remarks
- **indirect** – spreading nasty stories about someone, excluding someone from social groups, making sharing an unpleasant issue

These behaviours are deliberate and regular, with an intention to cause suffering, and include 'cyber-bullying', i.e. the use of social networking sites, e-mail, text messages and other forms of electronic communication whether for direct or indirect bullying (see also the school's policy on Internet Safety & Security/E-Safety).

The Staff, Directors and Local Governors of our school are aware of the effects of bullying behaviour on children's emotional, physical and psychological health as well as on learning. Bullying behaviour is treated very seriously and is acted on in accordance with our Behaviour Policy.

Children are made aware of what bullying involves and of how they can deal with it and steps to be taken by them if it should occur. This is delivered via the curriculum e.g. Physical and Emotional Health and IT E-Safety Units of Work (Domain of Learning- Scheme of Work), assemblies and visitors, social stories and skills and individual "talk time" and "R Time". This provision helps to prevent and stop bullying.

If bullying does occur, pupils should be able to tell somebody and to know that the whole community will support them. The latest pupil voice survey (Spring Term 2014) shows clearly that a very large majority of pupils (over 90%) felt there was an adult in school they could talk to if worried or upset. There are many teaching assistants in the school, whom children are encouraged to speak if they have a concern through the individual "talk time" system. Teachers may provide a 'worry box' in class where pupils might raise any concerns.

We recognise that parents are often the first to be confided in, by a child who is the victim of bullying. We therefore encourage parents to discuss any worries about their children with the school in order that we can support the child. We endeavour to ensure parents have a full and accurate understanding of what defines bullying and how they can support the school in addressing any concerns.

We recognise that in primary schools most bullying behaviour takes place in the playground. We therefore ensure:

Our playground areas are effectively supervised at all times by trained staff.
Children have opportunities to be involved in a range of play activities, or can sit quietly if they want.
Older pupils provide a "Yellow Cap" service where they can play and support younger pupils during playtimes

2. HOW DO WE FIND OUT ABOUT POSSIBLE ACTS OF BULLYING?

We encourage pupils to talk to adults in the school, especially the class teachers, teaching assistants and the Head of School about their own and others' needs. PSHE (Physical and Emotional Health SOW) lessons and assembly/collective worship develop children's personal skills, thinking skills and encourage discussion. Regular monitoring of class and lunchtime behaviour records will be completed by senior school staff to look for patterns of behaviour.

Parents are encouraged to talk to the school if there are worries.
Staff observation of pupils may indicate a child is troubled or friendless.
Systematic recording of individual pupil behaviour on a daily and weekly basis.
Submissions to the 'Worry Box'

3. ACTION TO BE TAKEN WHEN SUSPECT BULLYING

Report to Head of School or senior leader.
Discussion with all children concerned. A record should be kept of every incident, including the children's own accounts of what has happened. This should be passed to the Child Protection Officer for recording on the SIMS management system
Discussion with parents/carers and review of these records.
Monitor closely – continuous review and observation remaining vigilant even when bullying appears to have ended.
Apply sanctions where necessary (see School Behaviour Policy).
Update 'School Bullying Report Log' submit to LA on a termly basis (Optional).

4. MONITORING AND EVALUATING THIS POLICY

The Pupil Forum will report any issues of concern from pupils.

The SLT/SENDCo/Head of School will monitor the effectiveness of this policy and any concerns should be addressed to them initially.

The Local Governing Body will review this policy to ensure it reflects current procedures.

Policy (v1.0) agreed - **Feb 2012**
Policy (v1.1) reviewed and agreed – **Jan 2015**
Next review (v1.1) – **Jan 2017**