



*Being different, succeeding together*

## **Anti-Bullying Policy**

*UNCRC Article 2: Rights apply to every child without discrimination*

*UNCRC Article 3: Everyone who works with children should do what is best for each child*

*UNCRC Article 12: Every child has the right to an opinion and it to be listened to and taken seriously*

*UNCRC Article 14: Every child has the right to think and believe what they choose and also to practise their religion*

*UNCRC Article 19: Every child has the right not to be harmed; they should be looked after and kept safe*

*UNCRC Article 36: Every child has the right to be protected from things that could harm them*

*UNCRC 39: All children have the right to help if they have been hurt or badly treated*

### **Introduction**

At St Martin's Primary School, we are committed to preventing, raising awareness and consistently responding to any cases of bullying. We are committed to safeguarding and promoting the well being of all pupils and expect all staff and volunteers to share this commitment.

We are a GOLD Rights Respecting School where children know, understand and value their rights and the rights of others. Our tagline 'Being different, succeeding together' encapsulates our whole school ethos and we recognise that bullying of any kind is unacceptable. We aim for all pupils to reach their potential academically, socially and personally through learning and playing in a safe and secure environment.

### **Aims**

All staff, pupils and parents/carers have a shared understanding of what bullying is and the different forms it can take.

All staff, pupils and parents/carers know how to report any bullying.

Any bullying allegations are taken seriously, protocol followed and relevant actions taken.

### **Definition of Bullying**

**Bullying can be described as any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people. It is usually unprovoked, persistent and can continue for a long period of time. It always reflects an abuse of power.**

The three main types of bullying are:

### **Physical**

This includes hitting, kicking, scratching and the taking or deliberate damaging of property.

## **Verbal**

This includes name calling, insulting or discriminatory remarks (racist, sexist, homophobic, biphobic, transphobic, ageist, or ableist), teasing, threats and extortion or sending nasty notes, text messages, emails etc.

## **Indirect**

This includes ostracising or the spreading of nasty stories about someone and social exclusion of an individual.

Racist, sexist, homophobic, biphobic, transphobic, ageist, or ableist harassment involves the same kind of behaviour directed against someone because of their culture or identity, their gender, sexual orientation, gender identity, age, or disability. This can also be directed towards someone because of their association with someone with these characteristics: for example, where a student has gay parents, or a sibling with a disability.

## **Identifying Bullying**

Bullying can be difficult to identify because it is often subtle, covert and rarely witnessed by adults. However, some of the warning signs can include:

### **Individual Signs:**

Unexplained changes in behaviour or appearance including:

- Torn clothing and damaged books
- Sudden mood swings
- Loss of belongings
- Requests to be accompanied to and from school
- Bedwetting
- Nail biting
- Nervous tics
- Sleep walking
- Flinching
- Underachievement
- School refusal
- Temper flare ups
- Physical marks
- Avoidance of certain days
- Psychosomatic illness

### **Whole school signs**

- Graffiti
- Frequent name calling
- Poor attendance
- Pupils appearing to be afraid
- Social exclusion
- Pupils being alone at break times
- Pupils not willing to approach adults

## **Bullying Prevention**

Preventing and raising awareness of bullying is an essential to keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given

regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

### **The St Martin's Six**

'The St Martin's Six' is central to our respectful behaviour policy. These six rules are integral to the way the school works, and to the way in which we all behave to one another. These are;

#### **1. To speak respectfully...**

This means for example:

##### **To duty bearers:**

- Speaking quietly and politely in a positive tone
- Thinking before you speak
- Speaking when it is appropriate to do so

##### **To rights holders:**

- Speaking politely to other pupils
- Thinking before you speak
- Keeping quiet if you have nothing pleasant to say
- Keeping 'street language out' of school

##### **To all:**

- Speaking to members of our community as you would like to be spoken to

#### **2. To behave respectfully...**

This means for example:

##### **To duty bearers:**

- Doing as you are asked without argument
- Accepting that members of staff have authority over pupils because they have responsibility for your welfare
- Treating **all** staff as professionals
- Showing that you want to learn
- Listening carefully and following instructions
- Wearing your uniform as requested

##### **To rights holders:**

- Showing consideration on the corridors - quiet walking on the left
- Lining up in assembly order
- Avoiding physical contact with other pupils
- Respecting other pupils' space
- Sitting where you are asked to in class
- Telling a member of staff if there is a problem with another pupil

##### **To all:**

- Treating members of our community as you would like to be treated

### **3. To respect the school environment...**

This means for example:

#### **To rights holders:**

- Looking after and having pride in your classroom
- Reporting any damage to a member of staff
- Making sure you are in the right place at the right time, including lunchtimes and breaktimes
- Keeping the school site safe
- Thinking about ways to reduce, reuse and recycle

### **4. To have respect for your own learning...**

This means for example:

#### **To rights holders:**

- Striving to be the best you can be
- Valuing success
- Being on time to school and lessons
- Having the correct equipment
- Working hard towards targets
- Asking for help if you need it
- Knowing what you need to do to improve
- Taking responsibility for your learning and being honest with yourself

### **5. To have respect for other students' learning...**

This means for example:

#### **To rights holders:**

- Valuing other rights holders' ideas, values and contributions
- Co-operating with and supporting other rights holders
- Helping to create a positive learning environment

### **6. To play respectfully...**

This means for example:

#### **To rights holders:**

- Avoiding physical contact with other rights holders
- Being gentle
- Looking after equipment
- Being aware of your duty bearers
- Making sure you are safe
- Staying inside the school grounds

## **Behaviour Policy**

Our Respectful Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

## **Strategies for Dealing with Bullying**

Five key principles can be used to support school procedures for dealing with bullying.

These are:

- Never ignore suspected bullying
- Don't make assumptions
- Listen carefully to all accounts
- Adopt a problem solving approach
- Follow up shortly after the intervention and sometime after to check the bullying hasn't resumed

The following procedures are recommended

- Discuss the incident with the alleged victim and accused bully/ies
- Consider referring the interaction for Peer Mediation

If Peer Mediation is not appropriate:

- Obtain witnesses if possible
- Inform the Head Teacher/Deputy Head Teacher/Assistant Headteacher
- Interview the alleged bully/ies to investigate
- If allegations are substantiated implement sanctions appropriate to the incident
- Seek to use a restorative approach with the perpetrator(s) and victim(s) together.
- Refer the victim for counselling if appropriate
- Inform the parents of the victim and the bully of the details

If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary. Any necessary action should be taken until the bullying has stopped.

## **Working with Parents/ Carers**

Working in partnership with parents is important and staff should understand the value in meeting and communicating with parents or carers regularly to discuss any concerns.

Parents or carers will normally make contact with the class teacher initially whenever they have concerns who may decide to involve colleagues in any discussions depending on the nature of the concerns, e.g. Headteacher, Deputy Headteacher, MHWB Lead, SENCO.

When responding to parents or carers, it is important to listen to and write down concerns raised. In order to prevent a misunderstanding, staff are encouraged to read back any concerns as they understand them. Parents and carers should be reassured and it should be explained that an investigation will take place. Under no circumstances should a parent or carer be informed of an outcome prior to the member of staff investigating the incident(s)

## **Roles and Responsibilities**

### **Staff**

It is the collective responsibility of all staff members including lunchtime supervisors, support staff, learning support assistants and teaching staff to:

- Report any concerns about bullying incidents which could affect the health or wellbeing of anyone in the school to a member of the senior leadership team
- Encourage and promote anti-bullying directly and indirectly
- Listen to any child or parent/carer that has any concerns including those related to bullying incidents
- Follow the school's procedures when dealing with any suspected incidents of bullying

### **Senior Leadership Team**

It is the responsibility of the Senior Leadership Team to:

- Ensure that the anti-bullying procedures are implemented and shared with all stakeholders
- Promote anti-bullying in various ways, e.g. through timetabled assemblies, through conversations with children and through display work
- Report to the States of Guernsey Education Services, as necessary, on any bullying issues
- Liaise with the States of Guernsey Education Services, as necessary, if a period of fixed term or permanent exclusion is required
- Support staff in dealing with bullying incidents and meet with parents as necessary to support the actions of staff members
- Keep accurate records of all bullying incidents

### **Parents/Carers**

The parents/carers will:

- Raise any concerns that they may have with their child's class teacher
- Support the actions of the school when carrying out investigations/dealing with any incidents
- Promote the anti-bullying work that the school does by sharing in conversations about this at home

### **Children**

The children will:

- Treat others with courtesy and respect at all times
- Not bully another person in any way

- Respect the differences between themselves and others
- Engage in the mediation process where appropriate
- Talk to an adult immediately if they are worried about bullying

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## **Strategies for anti-bullying – pupils**

Pupils are encouraged to follow these guidelines.

### **If you are being bullied the following responses should help.**

1. Explain to the bully that their words/actions are upsetting; they may not be aware of this. However, if the bullying continues try not to show your feelings.
2. Walk away from the bully quickly and confidently, even if you don't feel that way inside.
3. If you are different in any way, be proud of it (your individuality)
4. Find some friends -safety in numbers and try to get a friend to report it.  
The bully will not stop if they think that they can get away with such behaviour.
5. Discuss the problem with your friends and if you think it is serious tell a member of staff or ask your friends to tell a member of staff on your behalf.

You can help to stop bullying

1. If the child being bullied is in any danger, fetch help. If he/she isn't staying with them you may be able to help.
2. Show that you and your friends don't like what the bully is doing
3. Give sympathy and support to other children who may be bullied. It could be your turn next.
4. Think before you speak. Be kind with your comments. We are all different and all valued.
5. If you know of serious bullying, tell someone. The victim may be too scared or lonely to tell.

### **When you are talking about bullying with an adult, be clear about:**

- a. what has happened
- b. how often this has happened
- c. who was involved
- d. who saw what was happening
- e. where it happened
- f. what you have done about it already.

## **Strategies for anti-bullying – parents and families**

Parents and families have an important part to play in helping us deal with bullying.

### **Children sometimes bully other children because:**

- they don't know it is wrong
- They are emulating older brothers or sisters or other people whom they admire.
- They haven't learnt other, better ways of mixing with their school friends.
- Their friends encourage them to bully.
- They are going through a difficult time and are acting out aggressive feelings.



If your child has been bullied:

1. Talk calmly with your child about their experiences.
2. Make a note of what they say – particularly who was involved; how often the bullying has occurred; where it happened and what has happened.
3. Reassure them that they have done the right thing to tell you about the bullying and discuss with them how they would like the problem to be tackled.
4. Contact your child's teacher, Headteacher or Deputy Headteacher.
5. If parents or carers do not believe that the school has dealt with an incident of bullying, they should contact the Education Department and ask to speak to a Primary Education Officer

**Talking with staff about bullying:**

1. Try and stay calm – bear in mind that the member of staff may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
2. Be as specific as possible about what your child says has happened – give dates, places and names of other children involved.
3. Make a note of what action the school intends to take.
4. Find out if there is anything you can do to help your son/daughter or the school.
5. Stay in touch with the school. Let them know if things improve as well as if the problem continues.