



ANTI-BULLYING POLICY

Bullying is any persistent, intentional and uninvited behaviour which insults, hurts or intimidates someone.

St Piran's School is committed to preventing all forms of bullying from occurring, including all forms of racist, sexist, religious, cultural, homophobic and disability related behaviour.

It includes:

Verbal – name calling, teasing;

Emotional – leaving people out, nasty looks;

Physical – hurting people, interfering with their belongings or writing unkind notes or letters;

Cyberbullying – misuse of wireless, internet and mobile technologies. Any bullying via mobile phone or internet that impacts on school life in any way, will be dealt with as seriously as any other type of bullying.

The Aims

- To clarify for pupils and staff that bullying is always unacceptable;
- To take measures to prevent all forms of bullying from occurring;
- To encourage pupils and staff to identify and report any incidents;
- To support the needs of those identified as having been involved in bullying, to prevent it reoccurring;
- To demonstrate that bullying can be dealt with positively;
- To demonstrate that pupils do not need to 'suffer in silence' (using reference to Dcfs Guidance);
- To ensure that all pupils and staff are aware of the seriousness of bullying in causing psychological damage;

Objectives

- All members of the School have a responsibility to help eliminate bullying behaviour from St Piran's;
- That there is a forum (PSHCE in Upper and Middle School, Circle Time in Lower School, including Early Years), in which preventative, as well as investigative and remedial activities take place;
- The above aims are implemented through the curriculum;
- Children receive an information and advice leaflet that was compiled by pupils and staff;
- As well as in PSHCE, this policy is regularly promoted during assemblies and during Anti-Bullying Week.

Prevention

- Staff should be made aware of issues pertaining to Bullying through regular INSET (*recommended as every 3 years*);
- Staff take action to reduce the risk of bullying at times and in places where it is most likely. (*Refer to Staff Handbook pages 13 and 14*)

Procedure (identifying bullying patterns)

- If a child is being bullied or knows someone who is, they must tell an adult straight away so that it can be dealt with;
- If a child receives any uninvited mobile phone/internet communication, they must save it for evidence;
- If parents hear about any supposed incidents of bullying they must inform their child's Form Teacher;
- All staff are vigilant for pupils with recurrent aches, pains, visits to Matron, reluctance to go out for Breaks and at Lunchtime, desire to remain with adults, changes in behaviour and deterioration of work;
- In the event that behaviour is seen and deemed to be bullying, it is to be brought to the attention of other staff, and a written record of the incident made, to enable patterns to be identified.

Procedure (dealing with incidents)

- If an incident is reported, it will be investigated seriously, thoroughly and as sensitively as possible; initially by the Form Teacher (and Tutor in Upper School), who may then involve the Head of the Phase Group and/or the Deputy Head;
- Proposed action will be discussed with the victim, this will include appropriate support;
- Both parties will have opportunities to explain the situation as they see it and receive any help and support that may be necessary;
- Bullying rarely occurs without witnesses and their evidence along with those actually involved would also be recorded in writing;
- Where a pupil is being monitored, a notebook will be placed in the Staff Room, for staff to record incidents they witness and observations they may wish to make;

- Consequences of serious cases will be decided by the Deputy Head in consultation with the Head and other staff. Strong sanctions such as exclusion may be necessary in cases of severe and persistent bullying;
- Written information about bullying incidents should be stored in the pupils' Tutor Files, which are kept in the Staff Room;
- All staff teaching the individuals should have access to this information, which should be disseminated by the Tutors (Upper School) and Form Teachers (Middle and Lower School);
- Parents of those involved will be informed as appropriate.

Monitoring and Evaluation

The Deputy Head is responsible for this:

- By liaising with Form Teachers and Heads of Phase Groups and by recording and dealing with incidents;
- By liaising with the PSHCE Co-ordinator and PSHCE Subject Development Group over reviewing and revising the Scheme of Work.
- By collating confidential questionnaires.

Success Criteria

The policy will be deemed to be successful if the view that bullying incidents are unacceptable, rare and effectively dealt with is held by staff, parents and pupils (*as indicated by confidential questionnaires*).

For further reference see Dcfs site www.Dcfs.gov.uk/bullying

Dcfs: 'Bullying - don't suffer in silence'.