

St. Luke's School

Anti-Bullying Policy

(Using kidscape Guidelines)

Author – Carol Morris

Date Adopted by Governors – January 2012

Reviewed – January 2014

Reviewed – July 2015

Governing Body Subcommittees who have been involved with the creation of this policy:

Name of Committee – Access Participation Inclusion and Community	Date
APIC governor'	Jan 2012
APIC committee	21/1/13
Reviewed	Jan 2014
Reviewed	Nov 2014

Others who have been involved with the creation of this policy:

Name	Role	Date
Jayne Sheehan	Chair of Governors	Autumn2010
Karin Hutchinson	Anti Bullying Adviser	Dec 2010
Rachel Andrew (attachments)	Teacher	Nov 2011
Whole School during Anti-Bullying Week)	Pupils and staff during SEAL time	Nov 2011
11A	Pupils	Nov 2011
Ros Wood	Link Governor	Nov 2014
Ros Wood	API link governor	July 2015

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the use of aggression (physical and verbal), with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber 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

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

St Luke's School will not tolerate bullying. All reported incidents of bullying will be taken seriously, investigated and responded to appropriately. This may include working with the 'victim' when the incident has been investigated in order to explain what may have been a misunderstanding as a result of the pupil's SEN.

'The Charter for Action'

An Anti-Bullying Charter for schools was launched in November 2003 by the DfES and was sent to all schools in England and Wales. It is designed as a public pledge that schools will not tolerate bullying and will take full steps to deal with it effectively. St Luke's has signed up to this charter.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to staff
2. Staff inform Director of Access, Participation and Inclusion.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. Cyber bullying is always reported to parents
5. If necessary and appropriate, police will be consulted
6. The bullying behaviour or threats of bullying must always be investigated and the bullying stopped quickly
7. An attempt will be made to help the bully (bullies) change their behaviour. This may be through skills groups or individual work with Learning Mentors

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. Other consequences may take place
- 2) In serious cases, suspension or even exclusion will be considered
- 3) If possible, the pupils will be reconciled
- 4) After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We will use KIDSCAPE methods for helping children to prevent bullying. As and when appropriate, these may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays
- having discussions about bullying and why it matters
- always recognising Anti-Bullying Week
- constant reinforcement through Family Groups
- child friendly format for policy being produced using pictures and reduced writing

Recording and Monitoring

- All incidents of bullying are recorded and reported to the governors
- St Luke's will use Protective Behaviours training to re-educate the perpetrator and give support strategies to the victim
- St Luke's actively supports Anti-Bullying Week and the school participates in a variety of activities each year
- St Luke's provides a 'worries' box so that pupils may notify staff of their concerns anonymously if they so choose

Transport and Bullying

Pupils' supervision on transport is in the first place the responsibility of the private contractors hired to transport pupils between home and school, by the local authority.

Incidents of bullying should be reported by the parents, to the appropriate contractors and the LA transport department.

However, the school will of course speak to pupils concerned and deal with situations in accordance with the Behaviour for Learning Policy. Under the new powers of the Education and Inspections Act 2006, the school is able to discipline pupils when not on school premises (Part 7, sections 90 and 91)

Monitoring and Review

St Luke's will review this policy annually after Anti-Bullying Week and assess its implementation and effectiveness in line with other school policies and new legislation.

Governor responsible for Anti-Bullying is Jayne Sheehan

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents Helpline (Mon-Fri, 10-4)	0845 1 205 204
Parentline Plus	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	www.bullying.co.uk

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

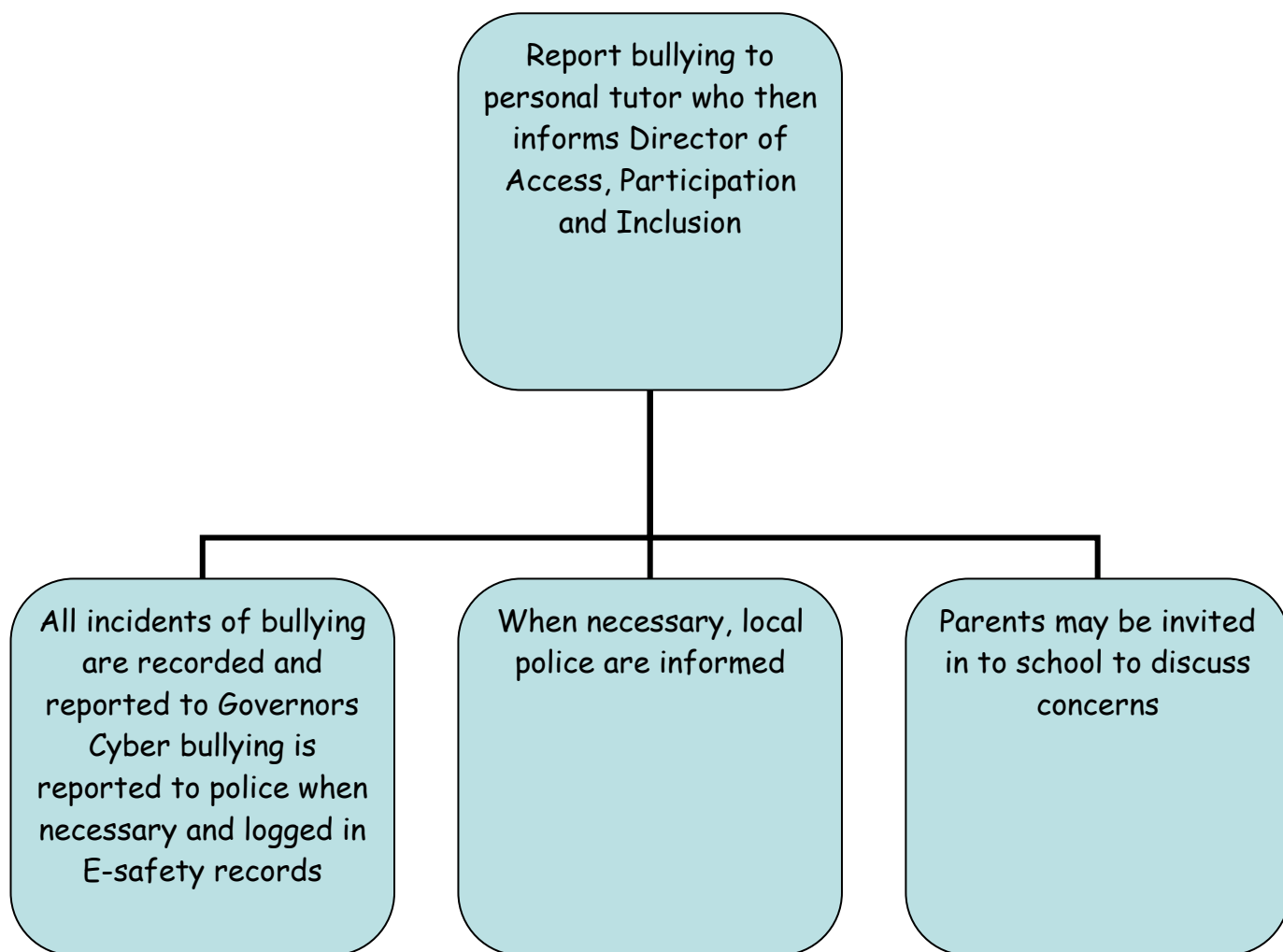
Anti-Bullying Procedures

As reported already to parents, St Luke's achieved Anti- Bullying Accreditation in December 2010.

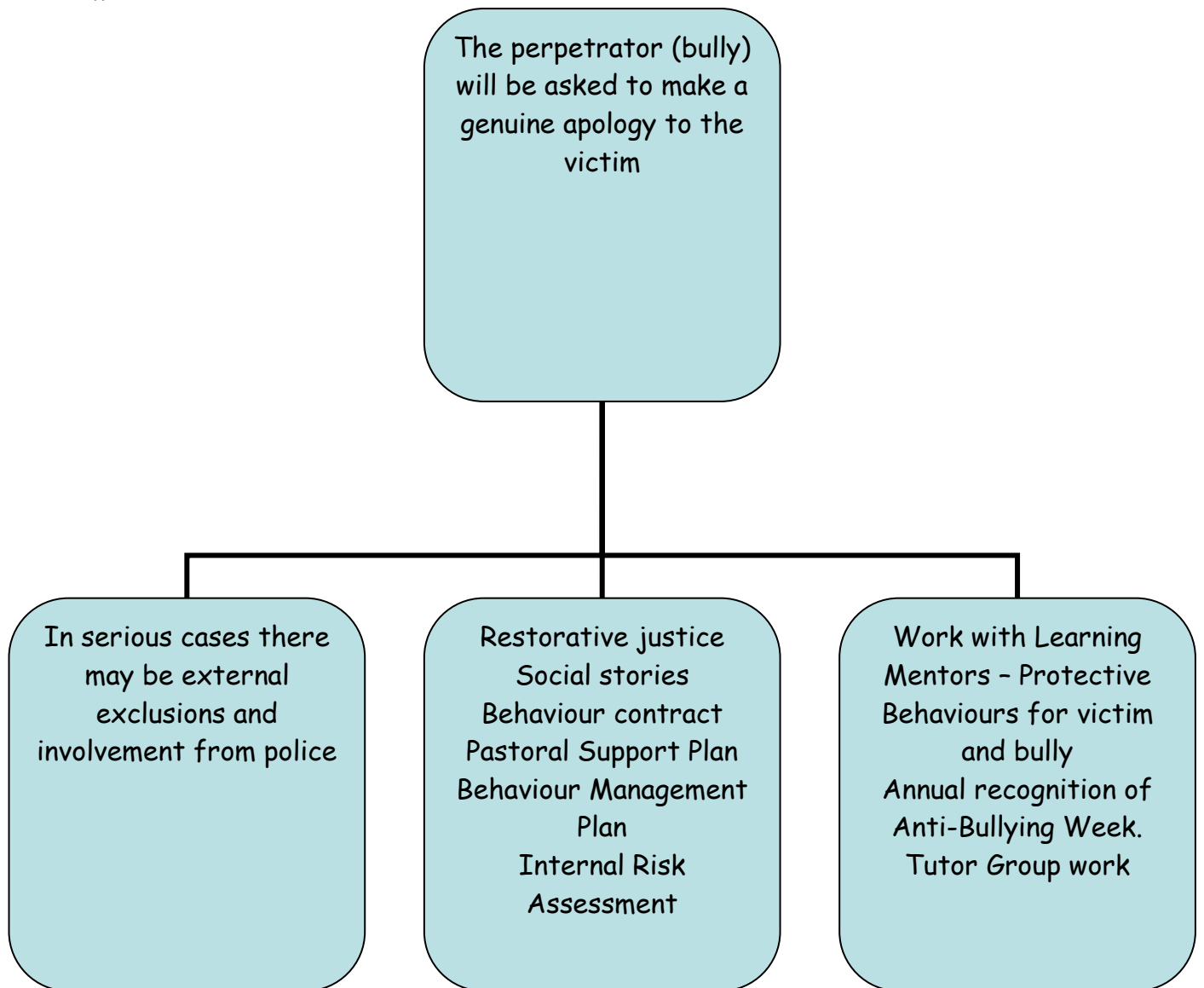
If you have any questions related to bullying, the procedures for reporting suspecting bullying can be found in the Anti- Bullying Policy located on the school website along with other relevant policies.

All reported bullying is investigated appropriately

Below is a brief summary of **procedures** for reporting suspected bullying



Outcomes



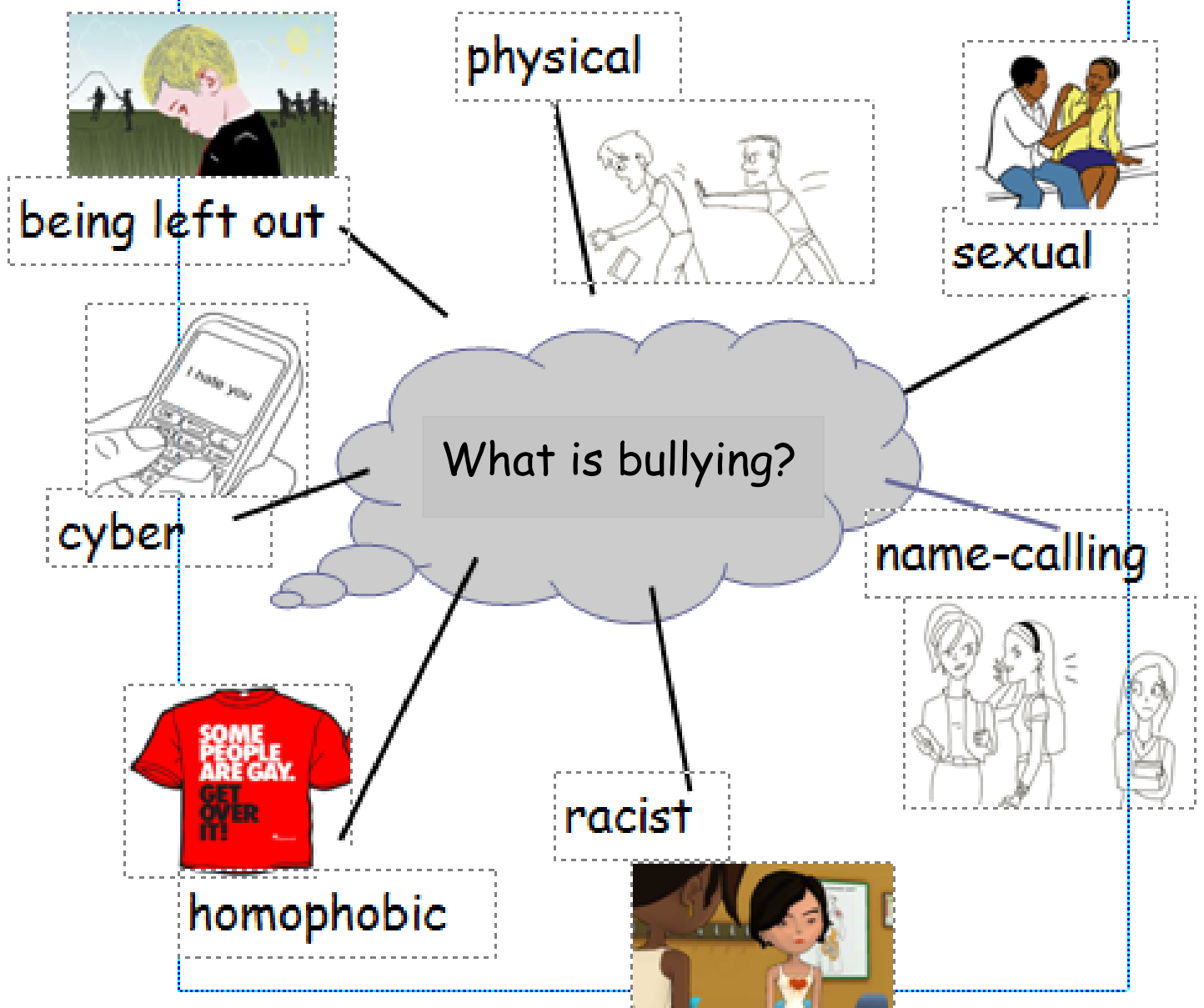
St Luke's School



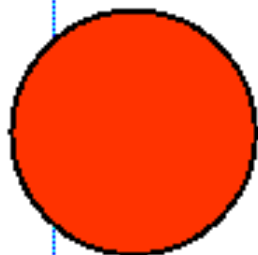
Anti-Bullying Policy

What is Bullying?

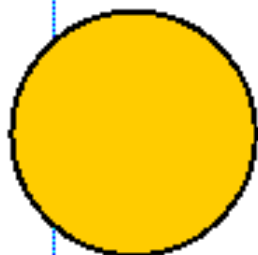
A bully is someone who hurts another person more than once. They might use behaviour which frightens, hurts or upsets another person.



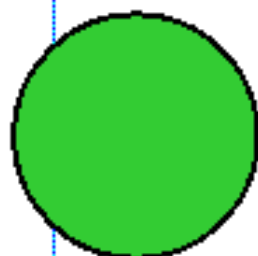
What Should I Do?



STOP— walk away



THINK— what can I do?



ACTION— tell someone on my helping hand



RESULT— adults will deal with it

Who Can I Tell?

