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Anti-bullying Policy

At St Austin's we adopt the Anti-Bullying Alliance definition of bullying:

1.1 The Anti-Bullying Alliance defines bullying as:

“the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”

The ABA also makes clear that bullying can take several different forms which are listed below:

- Physical – pushing, poking, kicking, hitting, biting, pinching etc.
- Verbal - name calling, sarcasm, spreading rumours, threats, teasing, belittling.
- Emotional – isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion.
- Sexual – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- Online /cyber – posting on social media, sharing photos, sending nasty text messages, social exclusion
- Indirect - Can include the exploitation of individuals.

Prejudice related bullying

At St Austin's we also recognise and take seriously our responsibilities under the Equality Act 2010, to prevent and respond effectively to bullying of protected and vulnerable groups of children. Under the Act, it is against the law to discriminate against anyone because of:

- age
- being or becoming a transsexual person
- disability
- being married or in a civil partnership
- being pregnant or having a child
- race including colour, nationality, ethnic or national origin including Gypsy, Roma, Travellers
- religion, belief or lack of religion/belief
- sex /gender
- sexual orientation

These are known as “protected characteristics.”

As part of the requirement on schools to promote fundamental British values, schools must proactively challenge derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disabilist in nature. We will record these types of bullying, even that which represents a one-off incident, and report them to the local authority for monitoring purposes.

Where does bullying take place?

Bullying is not just confined to the school environment. It also persists outside of school. St Austin's aims to support pupils and families if bullying incidents occur outside of the immediate school environment. The increased use of technology in today's society means that all schools need to be aware of cyberbullying. As a school, we take steps to ensure that our pupils are taught how to stay safe and behave responsibly online.

2 Aims and objectives

- 2.1** Bullying behaviour is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.
- 2.2** We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 2.3** This policy aims to produce a consistent school response to any bullying incidents that may occur.
- 2.4** We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

3 The role of governors

- 3.1** The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- 3.2** The governing body monitors the incidents of bullying that occur including discrimination, harassment, victimisation, hate incidents and crime. It reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- 3.3** The governing body will respond to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

4 The role of the headteacher

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- 4.1** It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- 4.2** The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being sanctioned.
- 4.3** The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. Students and parents will be supported and trained in safe use of the internet (where applicable).
- 4.4** The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5 The role of the teacher

- 5.1** Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. CPOMS is used to record all bullying incidents that happen in their class and that they are aware of in the school.
- 5.2** If teachers witness an act of bullying, they do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.
- 5.3** All teaching staff have access to the CPOMS monitoring system which is where we record all incidents of bullying that occur during the school day.
- 5.4** Outside lesson time, incidents witnessed either near the school or on the children's way home or to school should be reported to the Head teacher. If any adult witnesses an act of bullying, they should record the event on CPOMS (or if unable to access the CPOMS system, in the logbook). The logbook is kept in the School Office.
- 5.5** If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and sanctions for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs coordinator who may then liaise with the HLTA. We invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial strategies have proven ineffective, the headteacher may contact external support agencies.

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- 5.6 Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 5.7 Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

6 The role of parents

- 6.1 Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- 6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

7 The role of pupils

- 7.1 Pupils are expected to report all incidents of bullying and suspected incidents which victims may be afraid of reporting. Pupils can help by supporting each other and to seek help to ensure that everybody feels safe, and nobody feels excluded or afraid in school.

8 Monitoring and review

- 8.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.
- 8.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the data from CPOMS, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Signed:

Date: