Anti Bullying Policy

Date effective from	**March 2024**
Date of next review	**October 2027**
Review period	**1 Year**

Date ratified by Governing Body	**14/3/24**

Definition of bullying

The government defines bullying as:

> "Behaviour by an individual or group, usually repeated over time that intentionally hurts another individual or group either physically or emotionally" (DFE)

At St Thomas' we agree with this definition. However the pupils understand this as:-

> 'Bullying is when someone keeps hurting you, calling you or not letting you play. The same person (or people) does it again and again. It makes you feel sad!

At St Thomas' bullying is not tolerated.

Legal Powers

The law empowers:

- Members of school staff to impose disciplinary penalties for inappropriate behaviour.
- Headteachers, to such extent as is reasonable, to regulate the behaviour of pupils when they are off the school site (eg cyber bullying).
- School staff to use physical force in certain circumstances. (sections 91 and 93 EIA 2006)

Aims

The school aims to:-

- To follow the 'Charter for Action' published by the DFE. (Appendix 1)
- Promote the understanding of the issue of bullying between the school, pupils and parents.
- Ensure that pupils know what is meant by bullying.
- Try our best to prevent bullying happening in school.
- Deal with bullying swiftly when it occurs.
- Protect staff from bullying by parents, pupils or other staff.
- Use the Behaviour, Attendance and Equality and Diversity Policies, to support the Anti Bullying Policy.
- Ensure that pupils learn strategies to cope with bullies via the PHSE curriculum.

Measures taken to prevent bullying

1. Pupils are encouraged to report bullying to any adult in school.

2. Pupils are taught, via PSHE and assembly times, about bullying and about the importance of telling adults about any issues.
3. All school staff are trained to listen to children and act on information.
4. Lunchtime teaching assistants patrol the yards and are extra vigilant near 'hidden' areas.
5. Play leaders and sports leaders are available on the Foundation/KS1 and KS2 yard to encourage safe and energetic play. Extra lunchtime teaching assistants organise and supervise activities.
6. Lunchtime teaching assistants are made aware of any issues and watch carefully for any recurrence.

Measures taken when bullying is reported

1. The incident will be recorded on the school's bullying report form. (Appendix 2)
2. Pupils will be spoken to in a quiet place wherever practicable.
3. Pupils will be spoken with individually and sometimes in a small group.
4. Pupils may be provided with indoor tasks during lunchtime and playtimes, whilst staff investigate issues and plan any necessary sanctions for the bully.
5. Staff will ensure that bullies are made to account for their behaviour and take responsibility for their actions.
6. Staff will ensure that the victim is aware of sanctions given to the bully.
7. Staff will ensure that the victim is kept safe by informing all adults to be extra vigilant.
8. Parents will be informed of bullying incidents.
9. The 7 step approach will be used, as appropriate, with children mature enough to take part in the process:
    1) Talk with the victim
    2) Convene a meeting with the people involved
    3) Explain the problem
    4) Share responsibility
    5) Ask the group members for their ideas
    6) Leave it up to them
    7) Meet them again

Working with parents

- School will publish the policy on the web site.
- We urge parents to talk to staff immediately a problem occurs:
    - Step 1 – Discuss the issue with the class teacher.
    - Step 2 – If the issue is not resolved make an appointment to see a member of the Senior Leadership Team.
    - Step 3 - The chair of the governing body can be contacted via the school office if the issue is still not resolved.
    - Step 4 – Parents can request the school complaint procedure from the office and follow the procedure.

- School will access support services for families involved in bullying issues.
- When parents refuse to engage with school voluntarily and when their child's behaviour has the potential to lead to-exclusion then a Parenting Order may be sought.

Monitoring and evaluation

- The incident book and playground incidents books will be used to evaluate the effectiveness of the policy.
- The data will also be used by senior leaders to identify particular patterns.
- The school council will be asked for their opinions regarding the effectiveness of the policy.
- Questionnaires will be used by particular year groups to canvass pupil opinions.
- The governing body will evaluate the policy via information provided in the headteacher's report to the governors.
- School will monitor and evaluate the health and safety of its pupils regularly.
- The governing body will review the policy every two years or sooner if legislation changes.

Signed:

Headteacher: _____ Date_____

Chair of the Governing Body_____ Date_____

Organisations that can offer support

The DCSF and St Thomas' Primary School do not necessarily endorse all the views expressed by these organisations.

- Anti Bullying Alliance (ABA)
  Tel 020 7843 1901
  www.anti-bullyingalliance.org.uk

- Advisory Centre for
  Education Tel 0808 800 5793
  www.ace-ed.org.uk

- Bully Free Zone Tel 01204
  454958
  www.bullyfreezone.co.uk

- Bullying Online

www.bullying.co.uk

- ChildLine Tel 0800 1111

www.childline.org.uk

- Kidscape

Tel 020 7730 3300
www.kidscape.org.uk

- National Autistic Society Tel 0845 0704004

www.autism.org.uk

- Parentline Plus Tel 0808 800 2222
  www.parentlineplus.org.uk

ST THOMAS' PRIMARY SCHOOL

Record Sheet

Child's name:	
Class:	
Date of Record:	
Name(s) of alleged Bully or Bullies:	
Record made by:	
Name(s) of other children who may be victims of the Bully/Bullies	

Places where the alleged bullying has taken place:	
Nature of incidents:	
Action Taken:	

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Contact Record

Pupil's Name

Date	Contact by	Concern

Incident Record

Date	Incident	How involved	Staff involved