



SOHO PARISH PRIMARY POLICY

Anti-Bullying Policy

Most recent review	March 2020	Next review due	March 2023
Governor committee responsible	SAW	Written by	Louise Ritchie and Rosie Malton

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, it is everyone's responsibility to tell someone 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. Staff, parents, children and governors will work together to create a community in which Restorative Practices are used to resolve conflict constructively so that everyone belonging to Soho Parish can feel secure and happy within the school environment.

1. AIMS OF THE POLICY

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is in all its forms and be aware of the signs to look out for
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it if incidents of bullying are reported
- All members of the school community should know that the school does not tolerate bullying, and what they should do if bullying arises
- All members of the school community should be assured that they will be taken seriously and supported using Restorative Practices if incidents of bullying are reported

2. DEFINITION - WHAT IS BULLYING?

Bullying is the use of aggression, deliberately and repeatedly over a period of time, with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- **Physical**
This includes hitting, kicking, scratching or any other form of violence and it can include the taking or deliberate damaging of property.
- **Verbal**
This includes name calling, insulting or discriminatory remarks (racist, sexist, homophobic, biphobic or transphobic), teasing, threats, hurtful sarcasm and extortion or sending nasty notes. This also includes cyber bullying including bullying via text messages, emails and social media platforms.
- **Indirect or Emotional**

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

Racist, sexist, homophobic, biphobic or transphobic harassment involves the same kind of behaviour directed against someone because of their culture or identity, their gender, gender identity or sexual orientation.

3. WHY IS 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. We have a responsibility to respond promptly and effectively to issues of bullying. One of our values at Soho Parish is Love. We are kind and we show respect and compassion to others. Therefore, any kind of discrimination, harassment or bullying is not tolerated.

4. STRATEGIES FOR 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 are listed below.

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
- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens self-harm or runs away
- cries themselves to sleep at night or has nightmares
- regularly complains of feeling ill in the morning or during the school day
- begins to do poorly in school work
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- is nervous and jumpy when an email or text message is received
- gives improbable excuses for any of the above

Children should also be made aware of some of these signs as it is also their responsibility to notice incidents if bullying and report them.

There may also be whole school signs that incidents of bullying are occurring. These include:

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

5. STRATEGIES FOR DEALING WITH BULLYING

5.1 PREVENATIVE STRATEGIES

At Soho Parish we take a proactive approach to preventing incidents of bullying occurring at our school. Every year children are taught about the causes, signs and consequences of bullying through our well planned PSHE curriculum. They are also spoken to about what to do and who to tell if someone is or they themselves are bullied and this is supported by an annual visit from the NSPCC.

Every year in the Summer Term we hold a Healthy Minds Week that incorporates Friendship Week (our version of Anti-Bullying Week.) As part of this event children learn, amongst other things, about the impact of bullying on people's mental health, what it means to be a good friend and ways in which they can spread happiness in their school and wider community.

5.2 PROCEDURES FOR INCIDENTS OF BULLYING

- Pupils and/or parents should report any bullying incidents to a member of staff
- Staff must always report allegations of bullying as soon as possible to the Head Teacher (or Deputy in her absence)
- The Head Teacher will ensure that all allegations of bullying are fully investigated
- The teachers and support staff linked to the involved children will be made aware of the possible incident, if appropriate, so that they can give any feedback and monitor the situation
- Where there is evidence that bullying has taken place, or in the absence of concrete evidence, the Head Teacher or senior member of staff judges it likely that bullying has taken place, the parents of all pupils directly involved should be informed and will be asked to come in to a meeting to discuss the problem
- If necessary and appropriate, police will be consulted
- The Head Teacher or senior member of staff will then decide what action should be taken to ensure the bullying is stopped quickly
- Action will be planned to help the bully (or bullies) change their behaviour using Restorative Practices
- The Head Teacher will ensure the victim receives support (usually from the Learning Mentor) if appropriate
- Serious incidents of bullying will be recorded on CPOMS
- Relationships between the children involved will, from that point on, be carefully monitored and all parties involved will be checked in with regularly

- If appropriate, Restorative Practices will be used to repair the relationship and re integrate the bully or bullies back into the community

6. WORKING IN PARTNERSHIP WITH PARENTS

At Soho Parish we believe in the importance of working in partnership with parents. As such, we ensure that our staff understand the value in meeting and communicating with parents regularly to discuss any concerns. Parents should make contact with the class teacher initially whenever they have any concerns. The class teacher may decide to involve colleagues in any discussions depending on the nature of the concerns, e.g. Pastoral Leader or Learning Mentor for behaviour incidents, SENDCO for SEN. When responding to parents, it is important to listen to and record concerns raised on CPOMS. In order to prevent a misunderstanding, staff are encouraged to read back any concerns as they understand them. Parents should be reassured and explained to that an investigation will take place. Under no circumstances should a parent be informed of an outcome prior to the member of staff investigating the incident(s) further with a member of SLT.

7. ROLES AND RESPONSABILITIES

7.1 Staff

It is the collective responsibility of all members of staff including all teaching and non-teaching members to:

- Report any concerns around incidents which negatively affect the health or wellbeing of any child in school to the Head Teacher immediately
- Encourage and promote anti-bullying and friendship through our core values: Love, Courage, Individuality and Community
- Listen to any child or parent who has concerns related to bullying and take these concerns seriously
- Follow the procedures outlined in this policy when dealing with any suspected incidents of bullying

7.2 Senior Leadership Team

It is the responsibility of the Senior Leadership Team to:

- Ensure that this policy is implemented in school and shared with all stake holders
- Promote anti-bullying and friendship in various ways and make sure other members of staff are doing the same
- Report any incidents or issues that are relevant to the governors when necessary
- Support members of staff in dealing with bullying incidents and meet with parents as necessary to support the actions of staff members
- Keep accurate records of any incidents of bullying on CPOMS
- Ensure any parents of children involved in incidents of bullying are made fully aware of any instances and the follow up to them

7.3 Parents/Guardians

Parents and guardians will:

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

7.4 Governors

The Governing body as a whole will:

- Support the Head Teacher and staff in attempt to eliminate bullying from Soho Parish
- Monitor the incidents of bullying that do occur and review the effectiveness of this policy through discussions at meetings
- Read and approve this policy and make themselves aware of how bullying is managed at Soho Parish

7.5 Children

The children at Soho Parish will:

- Treat others with love, compassion and respect in line with our school's values
- Not bully another person
- Report any possible incidents of bullying to a member of staff straight away
- Talk to an adult if they themselves are feeling bullied
- Accept and celebrate the differences in others in line with our values of Individuality and Community