

# Castle Hill St Philip's CE Primary



## Anti-Bullying Policy

# HINDLEY CASTLE HILL ST. PHILIP'S C. E. PRIMARY SCHOOL

## ANTI – BULLYING POLICY

### **Aims / Objectives**

To raise awareness of bullying

To bring about conditions in which bullying is less likely to happen

To reduce and if possible eradicate instances of all types of bullying

To ensure that all staff are aware of this policy and fulfil their obligations in relation to it.

### **Statement of Principles**

Castle Hill St.Philip's C.E Primary School seeks to provide a safe, secure and positive environment in which children can develop and grow, making full use of the range of facilities available to them.

The school is committed to a value system within which all children and adults in school are entitled to be treated with respect and understanding and to participate in any activity without fear of intimidation.  
Any behaviour which undermines this is unacceptable.

We seek to ensure that those acting on behalf of the school actively listen to children and young people and act appropriately on information received, in order to ensure that a safe, secure and positive environment exists.

All children have a right to be able to trust without fear and to expect protection from adults in positions of care and responsibility. They also have a basic right to take full part in their education in an environment that does not subject them to cruelty or create despair.

All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.

Victims of bullying will be treated in a supportive manner and their case heard in an atmosphere of positive concern.

**We aim to foster an ethos in which all people involved in school can feel safe, treat each other with respect and consideration and where differences are celebrated and valued.**

## **A Definition of Bullying**

The Government's definition of bullying is:

*Behaviour by any individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.*

Bullying is different from random acts of aggression. The harmed person suffers over a period of time and bullying is not just physical violence but includes many different sorts of behaviour such as intimidation, teasing, name calling and isolation. It may be physical, verbal, sexual or psychological.

There are various types of bullying:

- General bullying, including appearance
- Homophobic
- Racist (including religion and culture)
- Related to disability, SEN or health
- Related to home circumstances
- Sexist
- Sexual
- Transphobic

It is the intentional abuse of power by an individual or group with the intent and motivation to cause distress to another individual or group.

We wish to make it clear to pupils, staff, parents and governors that when bullying occurs we will work as a community in accordance with this policy to help both the people who are harmed and the perpetrators. We will ensure the safety of the victim and do our best to support improved behaviour from the perpetrator.

We will adopt a whole school approach to the awareness and prevention of bullying and ways of dealing with it.

## **Prevention**

We will foster an ethos in which:

No-one in school, adult or child, will abuse a position of power.

We will avoid the use of sarcastic comments, derogatory nicknames, dominating and humiliating behaviour.

We will listen to pupils when they are willing to talk about bullying.

We will be sensitive to people's need for privacy and respect.

We will recognise each other's rights to be physically safe.

We will take responsibility for the security of everyone's possessions.

We will share in each other's successes.

We will celebrate each other's differences.

We aim to have a continuing programme of development and change. This will include regular sessions of Circle Time related to bullying, assemblies, PSHE and SEAL lessons, involvement in local and national anti-bullying initiatives, cross-curricular links through writing, art, music, literature, drama and adopting social skills programmes.

## **Reaction**

Despite a rigorous programme of prevention bullying will still occur on occasions. When this occurs our main aims will be to make the victim feel safe and to prevent any re-occurrence.

It is our responsibility to stop bullying when it occurs, not the victim's. Therefore asking the victim to "stand up for himself" or "hit back" or "pretend you don't care" is not acceptable. This will end in failure and make things worse. It must be stressed to the child that it is not their fault that this is happening to them and that it is our responsibility to stop it.

Research has shown that often punishing bullies does not work, it can sometimes lead to the bully taking further revenge on the victim. However, everyone in school needs to know that effective action will be taken and that bullying will not be tolerated.

At Castle Hill St Philip's we use a group problem solving process known as 'The Seven Steps Approach to Bullying'.

The following steps will be taken when incidents of bullying occur.

1. Interview with the victim.  
When an incident of bullying has occurred the teacher or other adult will talk to the victim about his / her feelings. She does not question too closely about the incidents but she does need to know who was involved.
2. Convene a meeting with the people involved.  
The teacher arranges to meet with the people involved, not including the victim, but including supportive members of the class. This may include some bystanders or children who joined in but did not initiate the bullying, about six to eight children.
3. Explain the problem.  
The adult describes to the group the way the victim is feeling without allocating any blame.
4. Share responsibility.

The adult does not attribute blame but states that she knows who is responsible and can do something about it.

5. Ask the group for ideas.  
Each member of the group is encouraged to suggest a way in which the victim could be helped to feel happier. The adult gives positive responses.
6. Leave it up to them.  
The adult ends the meeting by passing over the responsibility to the group to solve the problem. She arranges to meet with them again to see how things are going.
7. Meet again.  
About a week later the adult discusses with each pupil individually, including the victim, how things are progressing. This allows the adult to monitor the bullying.

For further information on '7 steps to bullying' see training materials.

The above procedures are an initial response to bullying. All allegations of bullying will be recorded in the incident file and appropriate action taken in accordance with the school's behaviour policy. Parents will be informed and all action recorded. This file will be monitored on a regular basis by the Headteacher and / or the member of staff responsible for PSHE& C.