



St. Michael in the Hamlet Primary School

Our school is a Rights Respecting School whereby all respect the United Nations Convention on the rights of the child and the responsibilities that come with those rights.

ANTI-BULLYING POLICY

What is Bullying?

At St. Michael in the Hamlet we believe bullying is deliberately unkind behaviour, which can include physical hurting, threatening behaviour and intimidation. Not all unkind behaviour is bullying but the key features that make unkindness bullying are:

- It is repeated and goes on over time.
- It is deliberate and not accidental.
- It involves the person doing the bullying having some sort of power over the person being bullied.

Most children both use and experience bullying behaviour at one time or another but all children can change their behaviour.

OUR AIM IS TO CREATE A SAFE SCHOOL.

We aim to tackle bullying by:

- Trying to prevent it from happening in the first place.
- Tackling it consistently, fairly and effectively when it does.

How the School Deals with Bullying

Bullying involves 3 groups of people - the bully, the person being bullied and the witnesses of the bullying. This policy takes account of all 3 groups. What we do:

1. The procedure outlined in the Scale of Sanctions in the School's Care and Control Policy is followed where appropriate.

2. An ethos, where 'telling' on bullying is the norm, is fostered. We understand why children who are bullied don't tell and make it more possible for them to do so. We educate the children through:
 - Regular assemblies on anti-bullying inc. cyber bullying
 - Talking about bullying in Circle Time.
 - Discussing the issue with the buddies and the School Council.
3. All children are given clear strategies to help them in the event of being bullied. This involves telling a friend, a parent or a teacher.

The same applies to the witnesses of bullying. There are several options open to them to make bullying less likely. They can:

- Tell an adult.
- Challenge the bullies (in certain circumstances).
- 'Scoop up' the child being bullied ("Come on, you're needed in our game, now").
- Talk to others.
- Be kind to the person experiencing bullying.

Bullies need to understand the effect they are having on their targets and need the support any child needs when trying to change this behaviour. This support would depend on the individual circumstances.

Attention is particularly drawn to the form bullying may take and special consideration is given to e-safety where children may be victims or perpetrators of cyberbullying.

How we create a Safe School

- Consult with all key stakeholders.
- Eliminate places where bullying might take place.
- Encourage teachers and assistants to be watchful.
- Treat all incidents of unkind behaviour, however minor, with equal importance as these might develop into bullying.
- Provide opportunities (listed above) where children talk about their fears and feelings.

Parents'/Carers' Role

To be aware of the School's Anti-bullying Policy and procedures and to support it by reminding their children of the appropriate conduct.

To report to the School any incidents of unkind behaviour towards their child.

Reviewed October 2018

Next review date: October 2019