



ST.MARK'S
C OF E PRIMARY ACADEMY

Anti-Bullying Policy

February 2019



T. 02086 543570 **E.** office@st-marks.croydon.sch.uk

St Marks C of E Primary Academy, Albert Road, South Norwood, SE254JD

www.st-marks.academy

St Mark's C of E Primary Academy Anti-Bullying Policy

ST. MARK'S C of E PRIMARY ACADEMY

REAch2 Academy Trust – Company number 8452281

Albert Road, South Norwood. London SE25 4JD Tel: 020 8654 3570 Fax: 020 8654 9308

E-mail: office@st-marks.croydon.sch.uk [main office] www.st-marks.academy

Headteacher: Mrs Kate Wilson



ST.MARK'S
C OF E PRIMARY ACADEMY

'Inspiring minds, achieving excellence, nurturing faith'

ANTI BULLYING POLICY

Our Vision

Inspiring minds, achieving excellence, nurturing faith

We are a small and caring, family orientated Church of England Academy serving our local community.

Our vision for our children is to inspire them through our values based ethos, encouraging a life-long love of learning and a determination to excel and grow into compassionate, resilient and responsible adults of the future.

Our Mission

As a Church of England Academy, Christian values are central to the life of our school, where we worship together, serve together and grow together. We build relationships based on honesty, respect and trust. Our learning environment provides a happy, calm and purposeful atmosphere with a culture of high expectations for all. We educate and nurture the whole child through an exciting and creative curriculum which develops children's knowledge, skills and experience across a broad subject range encouraging all to excel.

Policy reviewed February 2019: U Sandy– DSL Behaviour and Welfare Lead

Approved by Governors: 2 April 2019

Date of next review: February 2021

St Mark's C of E Primary Academy Anti-Bullying Policy

Introduction

The St Mark's C of E Primary Academy is 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 Academy. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. The Academy is a 'telling Academy'. This means that anyone who knows that bullying is happening is expected to tell the staff.

Objectives

The aim of this policy is to ensure that all Governors, teaching and nonteaching staff, pupils and parents:

- Have an understanding of what bullying is.
- Know that as an Academy we take bullying seriously,
- Know what the Academy policy is on bullying, and what they should do if bullying arises.
- Pupils and parents should be assured that they will be supported when bullying is reported, and that **bullying will not be tolerated**.

What is Bullying?

Bullying is defined as **deliberately hurtful behaviour**, which is **unprovoked, repeated** over a period of time, where it is difficult for those being bullied to defend themselves. Bullying results in **pain and distress to the victim** and can take the form of:

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- **Physical** pushing, kicking, hitting, punching or any use of violence;
- **Racist** racial taunts, graffiti, gestures;
- **Sexual** unwanted physical contact or sexually abusive comments;
- **Homophobic** because of, or focusing on the issue of sexuality;
- **Verbal** name-calling, sarcasm, spreading rumours, teasing;
- **Cyber** all areas of internet, such as email & internet chat room misuse, mobile threats by text messaging & calls, misuse of associated technology, i.e. camera & video facilities.

St Mark's C of E Primary Academy Anti-Bullying Policy

The Academy will Deal with Bullying by:

Ensuring that every member of St. Mark's Academy and community understands what bullying means, including, what a bully is, what a victim is and also what a bystander is. We operate a zero tolerance approach to bullying and encourage children to report all incidents without feeling that they are 'telling tales'. Research shows that bullying will stop in less than 10 seconds nearly 60% of the time when peers intervene (Pepler). We encourage the bystander to report as opposed to watching and/or colluding with any bullying they witness.

We believe that being pro-active reduces the level of re-active interventions that need to be put into place. One of the pro-active measure we take is:

- Training 14 designated pupils to be Anti-Bullying Champions across the school; these children act as Ambassadors and Role Models for St. Mark's Academy.
- Providing opportunities to raise awareness of bullying issues and providing a whole school focus for anti-bullying activities. This will be through whole school events (such as Anti-bullying and Mental Health week) and through Collective Worship and PSHCE teaching.
- Developing children's own resilience through a PSHCE curriculum. This may involve exploring feelings through role-play, debates and discussions and viewing bullying situations from both perspectives.
- Rewarding positive behaviour and relationships as outlined in our behaviour policy.
- Providing a structured, well-staffed playground environment with a variety of activities/equipment for pupils to play with during school breaks.

How Allegations will be managed:

If an allegation of bullying is made, we will rigorously investigate and if necessary, request statements from witnesses. Our aim is to act upon all allegations, quickly and fairly. Where bullying has been established, there are a number of things we can do address the situation. We will:

- Record all incidents of bullying on incident forms and keep them in on file.
- Meet with all pupils involved separately to inform them of what steps will be taken to tackle the bullying.
- Inform parents/carers of the allegation and the results of our investigation.
- Formulate a safeguarding plan for the victim which will be shared with the victim, parents/carers and staff.
- Use a planned intervention to deter the bully, such as mentoring, restorative work or anger management if appropriate.
- Both children will be placed on 'Childwatch' monitoring tool.
- The victim will receive a named adult during break-times who they will be able to report any concerns or incidences to.

St Mark's C of E Primary Academy Anti-Bullying Policy

When Dealing with Bullying All Staff will

- Respond sensitively.
- Act to prevent a situation escalating.
- Complete a 'Cause for Concern' form as soon as reasonably possible and pass this to a member of the Safeguarding Team within 24 hours.
- Inform the relevant class teacher of the incident/allegation.
- Where appropriate, form part of the planning team and be available for the review of 'Safeguarding plans'.

Sanctioning Bullying

- Punishing 'bullies' does not end bullying. At St Mark's Primary Academy we stress that it is the bullying behaviour, rather than the person doing the bullying, that is not acceptable.
- The pupil found to be bullying, will be guided through a process of understanding how their actions have caused distress and anxiety.
- Any student found to be bullying will to be disciplined in line with the Academy's Behaviour Policy; this may involve the following sanctions: Reflective Thinking Classroom, which may include participation in an identified intervention program, Internal Exclusion or Fixed Term Exclusion (at the discretion of the Head teacher).
- We will ensure all actions are fully communicated to the relevant parties and recorded using Academy record-keeping procedures.

Empowering Change

In addition to the above, either or both pupils may be recommended for inclusion in one of the following support and intervention programs:

- School based counselling with parental consent, we will liaise with parents and where appropriate, may refer to outside agencies such as CAMHS, NSPCC, CEOP or Childline.

Monitoring and Review

- The St Mark's C of E Primary Academy's Anti-Bullying Policy is in-line with DCSF Guidelines as well as other best practice organisations such as Kidscape. All safeguarding policies are reviewed yearly to assess their effectiveness. Input from relevant stakeholders: parents, pupils (via student council/Pupil surveys and PSHCE lessons and collective worships), staff and Governors are also encouraged to also participate.
- The number of bullying incidents are monitored by the Headteacher and reported to the Governors.
- The Academy's Anti-Bullying Policy supports other pastoral policies such as our Behaviour, Safeguarding and Positive Handling Policies.

St Mark's C of E Primary Academy Anti-Bullying Policy

Further Guidance for Parents

If your child tells you they are being bullied:

- Listen to your child;
- Try to remain calm, your child needs to see that you are in control, this makes them feel safe and secure.
- Talk to your child about the fact that bullying does exist and it's not their fault.
- Make an appointment with your child's teacher to discuss your concerns.
- Discuss the situation to establish whether it is bullying or friendship issues, which may resolve naturally or with appropriate support.
- Refer to the St Mark's anti-bullying advice and guidance leaflet.
- Encourage your child to report **ALL** incidents to a teacher, this will help to build up a picture that will help to support what is going on, try keeping a journal this will help with reporting anything that your child may not recall.

Signs and symptoms:

A child may indicate by signs of behaviour that he or she is being bullied. Adults should be aware of these possible indicators and should investigate if a child is displaying the following. Some of these symptoms could also be indicators of other concerns including illness, therefore, it may also be appropriate to seek medical advice for recurring or persistent symptoms.

- Becomes reluctant to travel to or from school on public transport
- Begins to show reluctance to attend school (including truanting)
- Becomes withdrawn, anxious, or lacking in confidence.
- Complains of feeling ill in the morning.
- Begins to do poorly in school work.
- Comes home with clothes missing or damaged.
- Asks for money or starts stealing money (to pay the bully).
- Has unexplained physical injuries.
- Frequently comes home more hungry than usual.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Changes their eating habits (reducing or increasing);
- Is reluctant to say what's wrong;

St Mark's C of E Primary Academy Anti-Bullying Policy

- Is suddenly reluctant to use the internet or mobile phone;
- These signs and behaviour could indicate other problems, however, bullying should be considered a possibility and should be investigated.

Please see our Anti-bullying leaflet for a more comprehensive list of indicators, signs and symptoms.

Help from outside agencies:

You may find the following websites useful:

- www.bullying.co.uk
- www.childline.co.uk
- www.antibullying.net
- www.kidscape.org.uk
- www.ceop.police.uk

You may find the following telephone numbers useful:

KIDSCAPE Parents Helpline (Mon-Fri, 10-4): 0845 1 205204

Parentline Plus: 0808 800 2222

Childline.org.uk: 0800 1111