

Anti-Bullying Policy

St Paul's Steiner School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

It is a basic entitlement of all children at St Paul's that they receive an education free from humiliation, oppression and abuse. All staff will encourage parents to communicate any concerns an upset pupil – swift response is essential in order to act pedagogically.

What constitutes bullying?

Bullying can be described as the wilful, conscious desire to hurt, threaten or frighten somebody physically, verbally or mentally.

The staff recognises that the following can constitute bullying:

- Physical assault – kicking, punching or hitting.
- Name calling.
- Threatening anyone.
- Picking on people.
- Teasing.
- Forcing people to do something against their will.
- Being unkind to people.

It is also important to note that children's relationships to others in the school can vary tremendously. Children can be the best of friends one day and at loggerheads the next. Parents and staff therefore need to be aware that temporary breakdowns in relationships do not necessarily constitute bullying.

Aim:

We aim to prevent any incidents of bullying occurring at any time.

Bullying will not be tolerated.

We intend to:

- Provide a school environment in which children feel safe and able to express themselves without fear or intimidation.
- To maintain a co-operative ethos in which the school, the children and the parents work together to prevent bullying.
- Help children to gain the personal qualities and self esteem needed to minimise the risk of bullying.
- Identify children at risk and respond positively to their needs.
- Respond firmly to incidents of bullying.

Procedures for all Staff

- Staff should be watchful and observe relationships. Where appropriate, mention should be made in the weekly meetings.
- There should be appropriate supervision of pupils during unstructured time. Staff should be punctual for lessons.

- Children should be made aware and periodically reminded, that they should report incidents and they may do so to any teacher. Such Teacher must alert the Class Teacher.
- In serious and persistent cases, the Child Protection Officer will be informed

School procedure for dealing with incidents of bullying

What action should be taken if a pupil has been bullied?

Stop the incident!

Swift response is essential in order to act pedagogically.

- Confirm that the child is not physically injured. If the child is physically injured, deal with immediately.
- Show concern and support for the victim (in presence of bully if appropriate).
- Try to reassure the victim.
- Wait for the victim to calm themselves before trying to find out what happened and then take time to listen carefully and establish the facts and factors involved. Bystanders may provide important background information.
- Tell both parties that the matter will be dealt with and that other teachers and the parents of those involved will be informed.
- Talk over the incident, the problems behind it, and possible solutions with the victim and the bully.
- Ensure written reports are filed the incidents book, and in pupil files.
- The Class Teacher should be informed.

What action should be taken if a pupil bullies?

- Make it absolutely clear that the behaviour is totally unacceptable to everyone – staff and children.
- Remind the pupils that they too must share the responsibility for caring for others; allowing something to happen is actually participation, although passive.
- Involve all parties – bully, victim and neutrals.
- If appropriate, state the sanctions which will be imposed if the bullying continues.
- Ensure everyone has an understanding of the situation and will take action immediately should there be a reoccurrence of the behaviour.
- Inform the appropriate Teacher and the chairs of meetings

Guidelines for informing parents

All parents should be consulted if there are any concerns about their children. They may be able to help solve problems or provide information which could prevent serious incidents occurring.

The parents of the victim and the bully should be informed if:

- A physical injury has occurred.
- The incident involved a number of children bullying the same child.
- An older child is bullying a much younger one or vice versa.
- The victim is very distressed and frightened.
- The bullying is repeated.

All teachers should be informed.

SANCTIONS

Physical assault

Pupils who have been involved in a physical assault on others may be suspended from school for a 'cooling off' period.

Parents of both parties should be informed.

Interview with bully and parents on re-instatement.

Interview with both parties – apologies.

Serious or repeated incidents could result in the bully being referred to the College of Teachers and possibly excluded.

All other cases of bullying will be dealt with in accordance with the School Positive Behaviour Policy.

Procedures for staff

- a. When complaint/concern is received begin log of all interaction.
- b. Speak to parent/guardian involved and minute this meeting
- c. Speak to pupil 'bullied' and minute meeting.
- d. Treat all communication seriously and formally.
- e. Keep all parties fully informed so that they are clear and secure.
- f. 'Bullying' in essence centres on the need to belong not being met.
- g. Focus therefore on the need to belong.
- h. Form a 'support' group composed of person 'bullied', 'perpetrators', 'neutrals' and 'friends' of the bullied but only after speaking to 'bullied' pupil.
- i. Teacher outlines needs of pupil to be met.
- j. Pupil 'bullied' speaks about these needs e.g. fairness, inclusion, respect etc. No names mentioned or accusations (blames) levelled. Sometimes this will be done on a one to one basis.
- k. Other group members asked to contribute to how needs could be met.
- l. Teacher could mention certain situations as examples. Honest but objective and no blame. We look to new strategies. Follow up support group meetings are advised.
- m. In most instances pupils' consciousness is raised and they respond positively
- n. The meeting itself can establish belonging for every one.
- o. If 'bullied' pupil is uncomfortable in support group this group is met independently. Please note that the word bully is a powerful label. Do not use it in meetings but choose other non-judgement words.
- p. If physical violence or severe and persistent verbal abuse is the case the safety and security of the 'bullied' must be established before above process enacted.

Physical violence:

- a. Violent pupil excluded until proper process for violent behaviour completed.
- b. With younger pupils and violence in heat of the moment, a clear conversation with the Class Teacher will often suffice.
- c. Incident will be recorded and parents informed.

Verbal abuse:

- a. Pupil(s) concerned met and school rules/policies clearly and categorically stated.
- b. Pupil's intentions asked for and recorded.
- c. Consequences of further like actions outlined.
- d. Incident recorded and parents informed.

ANTI BULLYING CHARTER

We will not tolerate bullying

Bullying will be dealt with seriously

When we report bullying, staff will give us a fair hearing

We have the right to travel to and from school without being bullied

We will not put others down

We will not judge others by appearance alone

We will accept others regardless of race, religion, culture or disability

We are a telling school - bullying is too important not to report