


Policy:	Anti-Bullying Policy June 2017	
Status:	Statutory	
Review Date:	November 2021	

Our school has a zero tolerance to bullying, homophobic behaviour and discrimination on the grounds of race, gender or ability.

- * Our pupils are taught that EVERYONE has the right to be happy and to feel safe.
- * Our pupils are taught to value themselves and to be assertive.
- * Our pupils are taught that difference and diversity are positive things.
- * Our pupils understand what bullying is and what forms it can take.
- * They are taught to recognise bullying by using the **STOP** method:

DEFINITION:

- **Bullying is when someone deliberately hurts a person or makes them unhappy through things they say or do.**
- **It will be **Several Times On Purpose (STOP)** and be difficult to defend yourself against it. Bullying can be racist, sexist or homophobic.**

Bullying can be done verbally, in writing or images, including through communication technology (cyber bullying) e.g. graffiti, text messaging, e-mail or postings on websites. Verbal bullying is the most common form.

Work in school:

Our pupils are taught the first step in dealing with bullying is to ask them to stop and to explain assertively to them how their chosen actions makes them feel.

Our pupils are taught to tell an adult and that this is not 'telling tales' or 'snitching'. They are taught that if someone says they are telling tales that this is a sign they are doing the right thing as a bully does not want to be in trouble.

Our pupils are taught about e safety and the potential risks of the internet.

Through PHSE and our assembly programme we aim to develop the self-esteem of all pupils and help them to recognise their own and the qualities of others.

Our pupils are taught that in life we will not like everyone we meet, but that we can and must work alongside them effectively and with tolerance.

As a result of these strategies bullying is kept to a minimum and any incidents are swiftly resolved as soon as staff are aware of them:

Allegations of bullying – Procedures followed:

Bullying will not be tolerated. All reported bullying is taken very seriously and investigated thoroughly.

When there is an accusation of bullying of any kind, the first action is to ascertain that it is 'bullying' (ie something that has occurred several times on purpose) and not just a one-off incident.

If it appears bullying is evident, all those involved are listened to and their views are sought, including that of the bully. All comments are recorded and any inconsistencies are clarified until a clear picture is gained. If possible, witnesses will be called upon to give an objective viewpoint.

Any incident of bullying by children automatically means that parents are informed about the incidents and are invited into school to discuss ways of ensuring there are no further incidents.

All staff are informed and support the children involved. The children work with the Headteacher/ Classteacher/ Family Support Worker to support them through this time.

At St Botolph's we acknowledge the importance of a person's wellbeing where the definition is '*the state of being comfortable, healthy and happy*'.

Within this policy we acknowledge its potential impact on an individual's mental wellbeing. As a school we are committed to provide an environment that is supportive to the emotional health and wellbeing of both children and staff.

Cyberbullying:

Cyber bullying is bullying through the use of communication technology like mobile phone text messages, e-mails or websites. This can take many forms for example:

- Sending threatening or abusive text messages or e-mails, personally or anonymously
- Making insulting comments about someone on a website, social networking site (eg:Facebook) or online diary (blog)
- Making or sharing derogatory or embarrassing videos of someone via mobile phone or e.mail (such as 'Happy Slapping' videos)

It should be noted that the use of ICT to bully could be against the law. Abusive language or images, used to bully, harass or threaten another, whether spoken or written (through electronic means) may be libellous, may contravene the *Harassment Act 1997* or the *Telecommunications Act 1984*.

The use of the web, text messages, e-mail, video or audio to bully another pupil or member of staff will not be tolerated.

If a bullying incident directed at a child occurs using email or mobile phone technology either inside or outside of school time, we will:

1. *Advise the child not to respond to the message*
2. *Refer to relevant policies including e-safety/acceptable use, anti-bullying and PHSE and apply appropriate sanctions*
3. *Secure and preserve any evidence*
4. *Inform the sender's e-mail service provider*
5. *Notify parents of the children involved*
6. *Consider delivering a parent workshop for the school community*
7. *Consider informing the police depending on the severity or repetitious nature of offence*
8. *Inform the LA e-safety officer*

If malicious or threatening comments are posted on an Internet site about a pupil or member of staff, we will:

- 1. Inform and request the comments be removed if the site is administered externally*
- 2. Secure and preserve any evidence*
- 3. Send all the evidence to CEOP at www.ceop.gov.uk/contact_us.html*
- 4. Endeavour to trace the origin and inform police as appropriate*
- 5. Inform LA e-safety officer*