St Columba C of E Primary Academy

Anti - Bullying Policy

Date adopted by Governors

May 2014

Signed on behalf of the Governors______________________________________________________

Date to be reviewed

November 2018

November 2020
At St Columba C of E Primary Academy we have a responsibility to provide a secure environment, so that all children feel happy, confident and safe whilst at the Academy. We celebrate difference and diversity and value all children. We expect all children to embrace this in their behaviour towards each other at the Academy. All bullying is unacceptable and will be dealt with seriously.

What is bullying?
- Pushing someone over and over again
- Deliberately annoying someone for fun repeatedly
- Being mean to someone every day
- Name calling over and over again
- Shouting at someone over and over again
- Threatening someone repeatedly
- Physically hurting someone else over and over again
- Being left out on purpose frequently
- Being followed or being teased for being different repeatedly

How can we prevent bullying?
At St Columba, through our on-going PSHE curriculum and through assemblies, children are encouraged to learn to deal with bullying and negative peer pressure, gaining confidence and developing appropriate strategies. In particular, appropriate, immediate reporting to an adult is strongly encouraged. We highlight issues around bullying as part of the annual National Anti-Bullying Week.
Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc. within the formal curriculum, to help the children understand the feelings of bullied children, and to practice the restraint required to avoid
lapses into bullying behaviour. Circle time is used to praise, reward and celebrate the success of all children, and thus to create a positive atmosphere.

- Talk about it – tell an adult;
- Encourage others to always tell an adult;
- Ignore the bully until they get bored and stop;
- Detention for the bully – talk about how it feels to be bullied;
- Put up posters/signs (laminated ones) to prevent bullying.

How can we support others if they are bullied?
Teachers keep their own records of all incidents that happen in their class, and that they are aware of in the Academy. If teachers witness an act of bullying, they will either investigate it themselves or refer it to the Vice Principal or the Principal. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then the Vice Principal or Principal will inform the child’s parent/carers.

- Look after the person being bullied by listening to them and comforting them;
- Ask the teachers or other adults to keep an eye on them;
- Warn the bully that if they don’t stop, you will tell an adult;
- Provide buddies for children who have been bullied;
- Encourage children to write down their worries if they can’t say them and put them in the Worry Box.

What are the most suitable consequences for those who bully?
When any bullying has taken place between members of a class, the teacher will deal with the issue immediately or as soon as appropriately possible. This may involve counselling and support for the victim and the perpetrator as well as consequences for the offender. The Academy believes in the notion of restorative justice and all counselling and actions taken by the Academy will be aimed at not just stopping the bullying but recreating trust and harmony. The teacher, Vice Principal or the Principal will decide on appropriate consequences such as loss of playtime, writing letters of apology or exclusion from other privileges. An incident of Bullying report form will be completed for major incidents of bullying and parent/carers will be notified. If a child is repeatedly involved in bullying, the
Vice Principal or Principal will contact the child’s parent/carers to set up a meeting to discuss the situation and agree a way forward.

- **Clear consequences for the bully such as being sent out of class or detentions;**
- **Missing playtimes or part of lunchtime play;**
- **The bully should say sorry either verbally or by writing a letter;**
- **The Academy should contact the bully’s parent/carers;**
- **The bully and victim could meet with teachers so that the bully can understand what it feels like to be bullied;**
- **Bullies who repeatedly bully the same person could be excluded if it keeps going on.**

**How can we minimize cyber bullying and its effects on children?**

At St Columba C of E Primary Academy, we recognise the growing number of primary aged children who are regular users of mobile phones, instant messaging websites and other forums and social networking sites. Whilst not an activity that children engage in at the Academy, these forms of communication can sadly be a vehicle for bullying and negatively impact on a child’s happiness and confidence at the Academy, as well as their academic performance. Cyber bullying of any sort is just as unacceptable as other forms of bullying; therefore we will make parent/carers aware if their child discloses instances of such bullying. We ask that parent/carers too make us aware of incidents of cyber bullying outside of the Academy so that we can monitor the situation in the Academy and prevent incidents from escalating.

- **Tell your parent/carers or a grown up in the Academy;**
- **Keep the mean messages and show them to an adult;**
- **Report the bully on the website or block them;**
- **Be careful what information you share online;**
- **Change your own security settings to prevent access.**
Don't bully because we will lose friends and you want to make friends. Treat people the way you would like to be treated.