



St Peter's Church of England Middle School

Anti-bullying policy

Approved by Local Governing Body: 1 July 2016
Next Review on or before end of June 2019
Headteacher: Sharon Yardley
Chair of Local Governing Body: Rebecca Scott Saunders

Values and Ethos

The family of St Peter's School values the uniqueness of every student and is committed to meet the individual needs of each one. We develop and nurture a strong school fellowship based on the understanding that each individual is equal and valuable in the eyes of God. We want all of our students to feel safe and accepted and to reach their full potential. This is encapsulated in our school motto: 'Rise above the Ordinary'.

At St Peter's School we believe that all children have a right to attend school and learn in a safe environment. Students at school should both be and feel free from harm by other students.

We recognise that some students will sometimes negatively affect the learning and wellbeing of others and their behaviour will be dealt with under the school's behaviour for learning policy; bullying will be dealt with in accordance with this policy. Serious allegation against other students, which could fall under the remit of safeguarding are dealt with under the policy of managing allegations against other students.

As a school St Peter's wants to acknowledge that everybody has the right to feel safe and be treated respectfully. It is our aim to respond quickly and effectively to any allegations of bullying.

Clarification of terms

A definition of bullying

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, e.g. because of race, religion, gender or sexual orientation

Bullying takes many forms and can include, but not exclusively:

- physical assault, and other forms of violence used
- teasing
- making threats
- name calling

Bullying can happen between students, peer to peer, within the same school year or across school years. Bullying can also occur between teacher and a student or between student and teacher.

A definition of cyberbullying

Cyberbullying has been defined by The National Crime Prevention Council: "When the Internet, cell phones or other devices are used to send or post text or images intended to hurt or embarrass another person." The actions are deliberate, repeated, and hostile, intended to harm another.

Reasons why students may get bullied

There are many reasons why students are being bullied. This can be related to illness, disability, sexual orientation, particular physical features, personal vulnerabilities (e.g. introvert), being popular, having few friends or even excelling at something. Anyone can be the target of bullying, the responsibility of bullying always lies with the bully not the victim.

The emotional and physical effects of bullying

Students who are bullied can experience negative physical effects, social and mental health issues. Students who are bullied are more likely to experience:

- Depression and anxiety, increased feelings of sadness and loneliness, changes in sleep and eating patterns, and loss of interest in activities they used to enjoy. These issues may persist into adulthood.
- Health complaints
- Decreased academic achievement and school participation. They are more likely to miss, skip, or drop out of school.

Students who bully others can also engage in violent and other risky behaviours into adulthood. Students who bully are more likely to:

- Abuse alcohol and other drugs in adolescence and as adults
- Get into fights, vandalize property, and drop out of school
- Engage in early sexual activity
- Have criminal convictions and traffic offences as adults
- Be abusive toward their partners, spouses, or children as adults

Roles and Responsibilities

The school will

- Deal with other negative behaviour according to the Behaviour for Learning Policy
- Create a culture of a *TELLING* school, which means that students and staff are encouraged to speak up if they are concerned, if they experience bullying or witness bullying.
- Regularly remind students who they can talk to about any concerns, including bullying
- Take all reports of bullying seriously and will investigate any allegation
- Investigate allegations by the appropriate member of pastoral staff, this could be the Tutor, the Pastoral Lead, Keystage Leader or the Head Teacher
- Keep a record of the allegation and the outcome of the investigation
- Support the victim of bullying, stop the bullying, help with coping strategies and the effects bullying might have left students with.
- Work with the student who has bullied to stop the behaviour, make better choices, this may include the setting of consequences
- Inform parents and carers as appropriate and keep them informed of any actions taken
- Ensure that all staff members who need to know are made aware of any issues, this includes supply staff.
- Involve outside agencies if this is felt appropriate
- Monitor the situation

Students will be encouraged to

- Speak out about their concerns about themselves or others
- Respect others within our fellowship
- Practise encouragement towards each other
- Take part in anti-bullying awareness sessions and activities

Parents / carers are encouraged to

- Share their concerns as they arise with the appropriate member of pastoral staff and any other relevant information.
- Support any sanctions or strategies put in place by the school
- Take the opportunity to discuss bullying with their children
- Take part and support any anti-bullying events organised by the school.

The school governing body

The school governing body is ultimately responsible for this policy and the safety within school. Any concerns raised to the governing body will be followed up promptly and efficiently. It is the governing body's responsibility to review the policy at regular intervals.

Prevention

Anti-bullying prevention is part of our PSHE curriculum and issues around bullying and emotional welfare of our students run through our curriculum and many different subjects.

We are committed to giving our students a voice and the assurance that they will be listened to through student council, retreat days and participation in Anti- Bullying week as and when these are appropriate.

It is recognised that the views and cooperation of students, parents, staff and governors are important in the prevention of bullying.