



RECORD OF REVIEW

DATE	AMENDMENTS
March 2022	• Changed the names of the DDSL
Nov 2022	• Behaviour and Discipline Policy renamed to Behaviour Policy
Nov 2023	Updated the names of the DSL's



ANTI-BULLYING POLICY

This policy applies to all pupils, including those in the Early Years Foundation Stage (EYFS). It takes account of the guidance given in the government document 'Safe to Learn - Embedding Anti-Bullying Work in Schools'.

At St David's we recognise that bullying takes place in all schools and that, as a result, we have a zero-tolerance approach to it.

We should remind pupils on a regular basis that:

- at St. David's Prep we provide a safe environment for all pupils so that learning can take place in a relaxed and secure manner
- if bullying of any kind takes place pupils must feel able to tell the staff and to know that they have the support of the school

Responsibilities:

The Head Teacher, Mrs Julia Foulger has ultimate responsibility for the prevention of bullying and oversees any bullying issues.

St David's Prep safeguarding team will also be involved, as appropriate:

Miss Amber O'Sullivan – Deputy Head (Pastoral) and DSL

Miss Abigail Thackray – Deputy Head (Academic) and deputy DSL

Miss Lauren Weaver – Head of EYFS and deputy DSL

How is bullying defined?

The Government website explains that 'there is no legal definition of bullying' but that it is 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

What forms does bullying take?

- physical bullying: - use of violence
- verbal bullying: - teasing, spreading rumours, name calling
- cyber-bullying: - using technology, such as mobile phones and the Internet, to deliberately upset or threaten someone
- overt and intimidatory bullying
- sexual/sexist bullying
- Upskirting (a person of any gender can be a victim)
- religious bullying
- cultural bullying
- homophobic bullying
- racial bullying
- disability bullying

What causes bullying?

People may bully for different reasons, including:

- to feel powerful or in control
- jealousy
- to feel good about themselves
- to appear popular or to show off
- because of peer pressure
- because they are or have been bullied themselves

Signs that a child may be being bullied:

A child may indicate by signs or behaviour that they are being bullied. Adults should be aware of these signs and changes in the behaviour pattern of a child and investigate accordingly. Things to notice may include:

- changes in a child's usual routine
- unwillingness to attend school
- withdrawal, anxiety or a lack of confidence
- stammering
- attempt at suicide
- running away
- evidence of nightmares or lack of sleep
- feeling ill in the morning
- poor school work
- damaged property or clothing

- missing possessions
- asking for money or stealing
- losing money
- has unexplained injuries
- becomes aggressive, disruptive or unreasonable
- begins bullying siblings or other children
- stops eating
- appears frightened to express what is wrong
- gives improbable excuses
- is afraid to use the internet or the phone
- is nervous or jumpy when a message appears online

Do we understand the seriousness of bullying?

- Bullying can cause psychological damage and can even lead to suicide.
- Although bullying is not a criminal offence there are criminal laws that apply to harassment and threatening behaviour.

Aims and Objectives

We aim to:

- provide a safe and secure environment where no form of bullying is tolerated
- prevent bullying from occurring and to encourage all pupils in the school to work towards this aim
- raise staff awareness through training, identifying when and where bullying is most likely to occur
- make all staff aware of the need to deal as quickly as possible, and in a consistent manner, with all forms of bullying
- encourage victims of bullying to report incidents without fear of recrimination
- support any pupil who is being bullied
- encourage any pupil involved in the bullying to change his/her behaviour

School procedure

- Pupils will be reminded each term in Assemblies, Personal, Social, Health and Economic Education (PSHEE) that bullying will not be tolerated and that they all have the responsibility to ensure that it does not happen. If a pupil reports bullying he/she will not be deemed to be telling tales but will be helping to make St. David's a happy and safe school.
- Educational elements such as Computing, PSHEE, history lessons and assemblies, will be used to reinforce the anti-bullying policy.

- If a pupil knows that bullying is taking place or if he/she is being bullied he/she must ask to talk to the Form Teacher or to the Head Teacher in confidence and the school will deal with the matter. 'Worry boxes' are available in all classrooms for pupils to voice concerns in confidence and are regularly monitored by class teachers.
- The Form Teacher or Head Teacher will talk to anyone involved in the incident and keep a record of what has happened.
- All records will be monitored by the Head Teacher to enable patterns of bullying to be identified.
- Any pupil who has been bullying other pupils must expect to be disciplined, in accordance with the **Behaviour Policy**. The ultimate sanction for severe and persistent bullying in this policy is exclusion.
- A meeting involving the Head Teacher and all the parties involved, including the parents of these parties, could be helpful in developing a strategy for all concerned to close the episode.
- **St David's staff recognise the importance of positive parental involvement working in conjunction with the school when dealing with both the victim and anyone else involved in bullying incidents. (See Curriculum Policy – Parents' Curriculum)**
- The school will then try to ensure that the bullying does not happen again.
- The pupil who has been bullied will be given as much support as possible by the school.
- All reported incidents of bullying will be kept in a central log to be monitored by the Head Teacher.