

## *Reporting and Recording Arrangements*

Children are encouraged to report any incidents of bullying. They can speak to any teacher or member of staff in confidence. Any incidents of bullying are also recorded internally.

This enables us:

- to manage cases effectively;
- monitor and evaluate the effectiveness of our strategies;
- celebrate the anti-bullying work of the school;
- engage and inform multi-agency teams as necessary.

## *What do you do if you think your child is being bullied?*

- Help to sort out all the facts of the story- slowly and calmly.
- Don't ask closed questions such as "Did they do ... or ...." Rather ask your child to tell you what happened.
- Watch and listen to see if there is a pattern over time.
- What does your child want to happen next? Involving your child in finding a solution can be empowering and strengthen their ability to cope if a similar situation ever arises again.

## *Take Action*

- Be prepared to take action by speaking on your child's behalf to the school. Either approach the class teacher or speak to the head of school.
- Don't take matters into your own hands- the school should be a partner in sorting out the situation.
- Share all the facts that you know honestly and fairly.
- Give the school reasonable time to find out more and respond to you and your child.
- Keep calm and show fairness and respect to everyone involved.

(Extracts from "Confident, Happy Children" Advice to parents and carers of primary age children on bullying.)

## *What if your child is doing the bullying?*

- Listen to what others are telling you about your child's behaviour.
- Calmly ask your child's opinions and feelings about the situation.
- Help your child to take responsibility to put things right.



St Ann's Well Academy

A L.E.A.D. Academy

## ***A Parent Guide to St Ann's Well's***

### ***Anti-Bullying Policy***

This leaflet aims to provide a quick guide to the school policy on anti-bullying.

For full details of the policy please refer to the school web site:

[www.stannswell.net](http://www.stannswell.net)

## *What is bullying?*

'Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally'.

(Safe to Learn: embedding anti bullying work in schools (2007)).

## *How does bullying differ from teasing/falling out between friends / peers or other types of aggressive behaviour?*

- There is a deliberate intention to hurt or humiliate.
- There is a power imbalance that makes it hard for the victim to defend themselves.
- It is usually persistent.

### *St Ann's Well's stance on anti-bullying*

At St Ann's Well Academy all teaching and ancillary staff are alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. Bullying has no place anywhere in our school community, and this applies both to the bullying of pupils and staff.

Bullying is a deeply damaging activity, for both the person being bullied and the person conducting the bullying, and its legacy can follow young people into adulthood.

There are various types of bullying, but at St Ann's Well there is no 'hierarchy' of bullying - all forms of bullying are taken seriously and dealt with appropriately.

### *How St Ann's Well Academy is providing an anti-bullying environment in school*

- The school leadership team promotes and open and honest anti-bullying ethos.
- Using curriculum opportunities (in particular, PSHE and participating in Anti-Bullying week annually)
- Using opportunities throughout the school calendar and at certain times of the school day to raise awareness of the negative consequences of bullying e.g. Anti-bullying Week in November each year, whole school assemblies.
- Engaging pupils in the process of developing the school's policy and have an honest and open reporting system.
- Looking at the school environment, at staff supervision patterns, key times and locations where pupils may be more vulnerable to bullying incidents.
- Using a range of disciplinary sanctions and learning programmes (e.g. Peer mentors, Circle of friends) to deal with any pupils who are found to be bullying or being bullied.

### *However, occasionally, bullying will still occur. How will the school deal with bullying?*

- The school will interview all children involved to be sure of the facts.
- This initially will be done individually so children feel secure and not intimidated.
- Informing parents if bullying has occurred and parents not aware of this.

### *School's response to investigated acts of bullying:*

#### **For the victim:**

- The victim will be given support from an assigned TA to talk through the incident.
- A clear account of the incident will be recorded including witness statements from all pupils involved and will be passed to the head teacher or assistant head teachers.
- If necessary, a support group will be set up and the possibility of the pupil being part of the play and lunch time nurture groups.
- Support will continue to be given until the child feels comfortable within the school. A named TA will be available to the child in the future to reassure that there is no reoccurrence of any bullying.
- Parents are informed.

#### **For the child that bullies:**

- A member of staff will interview the child / children who are reported to have been bullying.
- Make it clear to the child / children that bullying will not be tolerated at this school.
- Encourage the bully to see the victim's point of view and discover why the pupil became involved.
- Explain clearly the sanction and why it is given - refer to behaviour policy.
- If the child/children are involved in severe or persistent bullying then parents will be informed and invited to discuss it with a senior member of staff.