

Prevention of Bullying Policy: A Project by Class 5/6 May 2019

Reviewed by: Class 5/6, Jody Uchekwo, Libby Merritt

Reviewed: May 2019

Next review: May 2020

Endorsement

Full endorsement is given to this policy by:

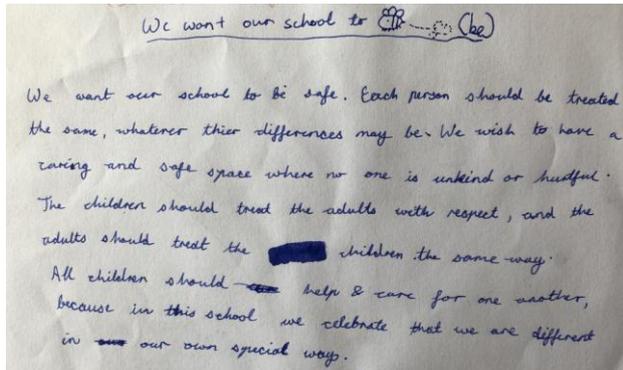
Name: Joel Chalfen

Position: Cambridge Steiner School Chair of Trustees

Signed:

Date: 20/05/2019

This policy was written by Class 5/6 and Miss Jody.

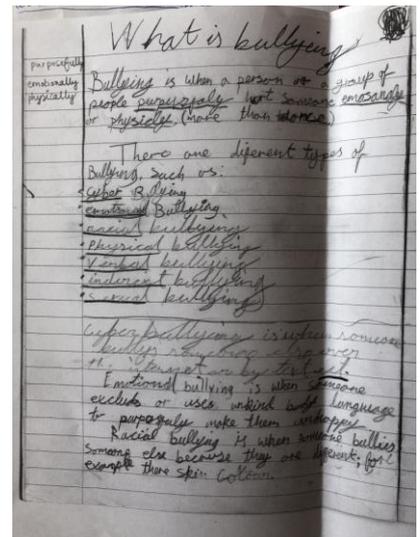


We want our School to be safe. Each person should be treated the same, whatever their differences may be. We wish to have a caring and safe space where no one is unkind or hurtful. The children should treat the adults with respect, and the adults should treat the children the same way. All children should help and care for one another, because in this School we celebrate that we are different in our own special way.

What is bullying?

Bullying is when a person or a group of people purposefully hurt somebody emotionally or physically. There are different types of bullying, such as:

- Cyber bullying – bullying somebody on the internet or by text/instant message.
- Emotional bullying – bullying by excluding somebody, using unkind language or deliberately making them unhappy.
- Physical bullying – when somebody hurts somebody else, for example punching and kicking.
- Verbal bullying – when somebody says mean things or purposefully upsets somebody with their words.
- Indirect bullying – when somebody spreads unkind rumours so other people will not like them.
- Racial bullying – when somebody bullies somebody because of their race.
- Sexual bullying – when somebody bullies somebody because of their body, or their gender or sexuality, or touches somebody in a way they don't like.



- ‘Banter’ – sometimes young people tease each other ‘just for a laugh’; it is important to recognise that some individuals may not like this and could be hurt by this. When this happens, ‘banter’ becomes bullying.

What are the signs of bullying?

This can depend on the individual. Some things you might see are:

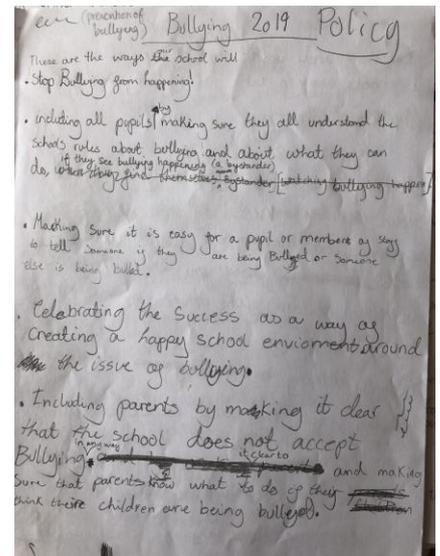
- Physical signs like bruises and cuts, ripped clothes, or somebody being ill because they are unhappy.
- Mood changes, personality changes, nervousness, tearfulness or not believing in yourself.
- You might see changes in behaviour, such as being off school with no reason, bad concentration, problems with eating or hurting yourself.
- People might lose things often or not want to come to School.

Bullying is never the fault of the person being bullied. However, a child might be bullied because they are:

- New in class;
- Different;
- Don’t believe in themselves.

How will the School stop bullying?

- Including all students by making sure they understand the School rules and what they can do if they see bullying happening (seeing bullying happening makes you a ‘bystander’).
- Including parents/carers by letting them know that the School does not accept bullying and making sure parents/carers know what to do if their child is being bullied.
- Including Staff by making sure they know this policy and their responsibility in stopping bullying and solving problems between students, and so they know where to go to find support.
- Using the School’s behaviour policy when bullying happens so the right decisions can be made about how to deal with students involved in bullying.
- Training teachers and students so they know about new technology and how it can be used in bullying.
- Looking into helpful skills to help Staff understand the needs of their students including those with Special Educational Needs and LGBTQ+ students.
- Using charities’ resources to help educate about bullying.
- Working with the wider community such as the Police and Children’s Services where bullying is very serious or constant or where a criminal offence may have been committed.
- Openly talking about differences between people that could lead to bullying such as religion, disability and sexuality.
- Celebrating success as a way of creating a happy environment.



What will Class 5/6 do next?

- Deliver an assembly before the end of the Summer Term 2019 to inform all students about this policy and the need to be vigilant for bullying.
- Prepare a poster to summarise this policy for all classes.
- Some students would like to complete training as Peer Mentors so they can support other students when incidents of bullying take place.

Procedure for dealing with incidents of bullying:

1. If bullying is suspected or reported, it must be dealt with immediately by the member of staff who has been made aware of it.
2. Written accounts will be gathered from all students involved in the incident, including bystanders. These will be passed on to the Class Teacher and a member of the Safeguarding Team.
3. The Class Teacher and member of the Safeguarding Team will discuss the incident and agree on next steps.
4. If bullying is found to have occurred, the Class Teacher and member of the Safeguarding Team will notify parents/carers of both the child/ren being bullied and the child/ren who have bullied others. A short bullying prevention plan (Appendix 1) will be agreed for each child involved outlining -
 - a. Any specific issues that need to be addressed;
 - b. Actions required, including sanctions, ways to support the child/ren who have bullied others (see below) and ways to help the child/ren being bullied feel safe at school;
5. All students in the relevant class/es will be reminded by their Class Teacher of their responsibility to care for others.
6. Class Teacher and Safeguarding Team will follow up to ensure that bullying has not resumed.

Strategies to support children who have bullied others:

- Discuss the incident;
- Discover why the student instigated the action;
- Establish with the student the wrongdoing and the need for change;
- Inform parents/carers to help change the attitude of the student;
- Use specialist interventions or referrals where appropriate;
- Apply sanctions where appropriate;
- Use remedial tools, such as therapeutic stories in the Early Years or pedagogical stories in the Lower School.

Reflecting on this project – Student voice responses from Class 5/6:

“I feel our class gets on better since we completed the bullying project.”

Strongly agree: 31%

Agree: 56%

Disagree: 13%

Strongly disagree: 0%

“I know signs and symptoms of bullying.”

Strongly agree: 82%

Agree: 6%

Disagree: 12%

Strongly disagree: 0%

“I feel the School listens to me.”

Strongly agree: 62%

Agree: 25%

Disagree: 13%

Strongly disagree: 0%

**Appendix 1:
Bullying Prevention Plan**

Date:

Name of child/ren:	
Class Teacher:	
Designated Safeguarding Person:	
Parents/carers if present:	
Reason for meeting:	
Feedback from the child/ren about the causes of the incident, and any specific issues that need to be addressed:	
Action plan, including timeline:	
Signature of parent/carer: Date:	
Signature of Class Teacher: Date:	