St Anne’s East Kew Bullying Policy

At St Anne’s we believe undertaking preventative measures to minimise bullying is crucial to a happy school community. Building school relationships and a positive atmosphere with an emphasis on resilience and the importance of living our school values is vital in preventing bullying. However, it is imperative that students learn that any unwelcome behaviour whether it is gestural, verbal or emotional, is unacceptable. It is crucial that all children have a clear understanding of what bullying is and is not.

The effect of bullying on victims is negative and can lead to lowered self-esteem, school avoidance, feelings of powerlessness and loneliness. If victims remain silent nothing will change. By remaining silent, victims remain isolated, which can lead to the perception that they are on the outer of their social group. Bullies need to be made aware of this.

The effect of bullying on children who bully is also negative. The bully needs to be aware that bullying behaviour results in consequences for both the bully and the victim and accept responsibility for their own behaviour.

If a student feels like they are being bullied they need to know that they will be listened to by staff members and action taken to make things right between the two parties involved.

St Anne’s does not support corporal punishment.

Procedure for Students
1. Give a strong “I don’t like it when you speak to me that way.” message, e.g. “I don’t like it when you speak to me that way.”
2. Tell the teachers in the classroom or on yard duty if the behaviour does not cease.
3. Tell your classroom teacher about the incident (remember, telling is not “dobbing”)

Procedure for Staff
Staff use the Restorative Practices process enabling students to reflect on actions that have occurred and how their relationships can be restored.

Students will be asked to reflect on the following questions:

- What happened?
- What were you thinking of at the time?
- What have you thought about since?
- Who has been affected by what you have done? In what way?
- What do you think you need to do to make things right?

After students and staff reflect on the incident they then can come to an agreement of how to make things right between the two parties.

For example, consequences that may be considered for bullying behaviour include:

- Student Think or Storyboard Sheets
- Time Out from the yard for an appropriate time, depending on the seriousness of the incident
- Parents contacted
- Setting up of a Behaviour Contract
If an incident is considered of a serious nature, mediation will be arranged by a staff member to ensure that both parties feel like they have been heard and they have resolved the situation.

At St Anne’s we believe that:

- Bullying can be physical and involve the threat or act of physical violence or ‘standover tactics’ which make people feel threatened
- Bullying can be verbal using name-calling, mimicking voice or manner, isolating the person from the social group or passing hurtful comments about appearance, racial or religious background
- Bullying is seen to be one way to gain power and short-term popularity in a social group
- Bullying can cause emotional stress
- Victims need to be believed and protected
- Victims need to understand that adults will take action
- Bullies need to receive a clear message about the unacceptability of their behaviour
- Bullies need to understand the consequences of their behaviour
- Parents of both children/students (victim/bully) need to be involved wherever possible
- Bystanders have a responsibility to act