

Anti-Bullying Charter for Staff at Canon Sharples...

- I instil our school values of PEACE, FELLOWSHIP, FRIENDSHIP, RESPECT, LOVE and TRUST in the children and uphold the values in all I do at school
- Promote an 'Open door' approach to discussing important or personal issues with children in their class through SEAL lessons and circle time.
- The staff across the school support the school's buddy system and school council. Both these two initiatives help to give children a voice of their own. The buddy system also helps to develop positive relationships between children at playtimes.
- If an incident of bullying is reported the '7 steps approach' is implemented...

1. Interview with the victim

When a teacher finds out that bullying has happened they start by talking to the victim about his/her feelings. They do not question the victim about the incidents but they do need to know who was involved.

2. Convene a meeting with the people involved

The teacher arranges to meet with the pupils who have been involved. This will include some bystanders or colluders who joined in but did not initiate bullying

3. Explain the problem

The teacher tells them about the way the victim is feeling and might use the victim's poem, piece of writing or drawing to emphasise his/her distress. At no time does the teacher discuss the details of the incidents or allocate blame to the group.

4. Share responsibility

The teacher does not attribute blame but states that they know that the group are responsible and can do something about it.

5. Ask the group for ideas

each member of the group is encouraged to suggest a way in which the victim could be helped to feel happier. The teacher gives some positive responses but will not go on to extract a promise of improved behaviour.

6. Leave it to them

the teacher ends the meeting by passing over the responsibility to the group to solve the problem. They arrange to meet with them again to see how things are going on.

7. Meet them again

about a week later the teacher discusses with each pupil, including the victim, how things have been going. This allows the teacher to monitor the bullying and keeps the children involved in the process.