

## **Anti-bullying policy**

### **1. BULLYING: OUR SCHOOL'S VALUES AND BELIEFS**

1.1 We are a Church of England Voluntary Aided Primary School and in an attempt to encapsulate the ethos, spirit and aims of our school we have agreed the following 'Statement of Intent':

*The school will provide a secure, caring, Christian community where everyone can learn their own self-worth in an atmosphere of tolerance, mutual respect and co-operation.*

1.2 In line with this statement:

- All bullying, of any sort, is therefore unacceptable.
- Those who experience bullying will be supported.
- We recognise the effects that bullying can have on pupils' feelings of worth and on their school work, and the school community will actively promote an anti-bullying environment.

### **2. OUR DEFINITION OF BULLYING**

2.1 Bullying involves dominance of one person by another, or a group of others.

2.2 Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult for victims to defend themselves against.

2.3 It can take many forms but the main types are:

- Physical – hitting, kicking, taking another's belongings
- Verbal – name calling, insulting, making offensive remarks
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones/social networking sites.
- Peer-to-peer – via social media or other online platform.

2.4 Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.

### **3. CREATING AN ANTI-BULLYING CLIMATE IN SCHOOL**

3.1 Our school's 'Behaviour for All Policy' explains how we promote positive behaviour in school to create an environment where pupils behave well; where pupils take responsibility for each other's emotional and social well-being; and where they include and support each other.

3.2 We draw on the school's Curriculum, our Christian Values education and outside agencies (e.g. Child-Line) to promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

#### 4. STRATEGIES FOR DEALING WITH BULLYING

4.1 In dealing with incidents of bullying we will use a range of strategies, selecting those appropriate to the circumstances from the following list:

- **Cooperative group work throughout the school** ~ To encourage children to work together, be tolerant of others' ideas, trust others and be more willing to listen.
- **Circle time** ~ To set time aside for pupils to take part in enjoyable games, activities and discussion in a safe environment where all opinions are valued.
- **Circle of friends** ~ To build relationships around a vulnerable pupil with the pupil's and parent's agreement to offer support and friendship.
- **Befriending** ~ To appoint a specific pupil(s) as a support / friend [appointed by a member of staff]
- **Support group** ~ To involve the bullied pupil, those involved in the bullying and bystanders to form a group to support the bullied pupil. Responsibility for change lies with those involved in the bullying.
- **Mediation by adults** ~ To establish ground rules that will enable the bully and the person being bullied to co-exist in school.

4.2 Pupils who have been bullied, or their parents/carers should report this to:

- Any member of staff
- A school friend

4.3 Pupils who see others being bullied should report this to:

- Any of the above

4.4 Members of staff who receive reports that a pupil has been bullied should report this to a member of the senior management team (Head, Deputy Head or Senior Teacher)

4.5 Reports of bullying will be taken seriously and investigated. Incidences of bullying will be logged by the class teacher, recorded in the unacceptable behaviour book (with a 'B' in a circle by the side of it) and reported to the Deputy or the Headteacher.

4.6 Where bullying is of a racist nature, we will report this to the Local Education Authority using the Racial Incident Report Form.

4.7 We may adopt strategies from the following list as appropriate:

- interview the pupil (or pupils) involved in bullying separately.
- listen to their version of events.
- talk to anyone else who may have witnessed the bullying.
- reinforce the message that bullying is not acceptable, and that we expect bullying to stop.
- seek a commitment to this end.
- affirm that it is right for pupils to let us know when they are being bullied.
- adopt a joint problem solving approach where this is appropriate, and ask the pupils involved to help us find solutions to the problem. This will encourage pupils involved to take responsibility for the emotional and social needs of others.
- consider sanctions under our school's Behaviour for All Policy.
- advise pupils responsible for bullying that we will be checking to ensure that bullying stops.
- Work with the person accused of bullying to identify the reasons behind the behaviour to prevent it from happening again.
- ensure that those involved know that we have done so.

4.8 When bullying occurs, we will contact the parents of the pupils involved when appropriate. Our policy will be to use our discretion to respond flexibly and in an appropriate way to each incident

4.9 Parents can help by:

- Supporting our anti-bullying policy and procedures.
- Encouraging their children to be positive members of the school community.
- Discussing with their child's teacher any concerns that their child may be experiencing bullying or if they are unhappy in some other way.
- Helping to establish an anti-bullying culture outside of school.
- Being aware of how their child is using social media and communication technology.

## **5. BULLYING OUTSIDE THE SCHOOL PREMISES**

5.1 Schools are not directly responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by pupils from our own school, by pupils from other schools or by people who are not at school at all. Where a pupil or parent tells us of bullying off the school premises we may:

- Talk to pupils about how to avoid or handle bullying outside of school.
- Talk to the Headteacher of another school whose pupils are bullying.
- Talk to the police.

## **6. CONCERNS, COMPLAINTS ... AND COMPLIMENTS**

6.1 We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying and we would ask that this be brought to the Headteacher's notice. If the Headteacher cannot resolve these concerns informally, parents can raise their concerns more formally through the school's Complaints Procedure a copy of which may be obtained from the school office.

We would also be pleased to receive Compliments – feedback from parents when things have gone well.

## **7. EVALUATING OUR POLICY**

We will evaluate our anti-bullying policy using the following measures:

- The numbers of incidents that are reported to staff over a given period.
- Pupils' perceptions of bullying in school through structured discussions in class time.
- The number of days of absence which are thought to arise as a consequence of bullying.
- We will investigate patterns of absence to ensure that children are not taking unnecessary days off school due to fear of being bullied.
- The number of complaints and compliments that we receive from parents.
- From the comments made by visitors and other people connected with the school.

Policy approved by Governing Body on 08-02-17

Signed Paul Mason position GB Chair

Policy due for review Spring 2019