



"I am able to do all things by the one who strengthens me" - Phillipians 3:14

GROWING - BELIEVING - SUCCEEDING

" We will all achieve our very best by loving learning, showing resilience and by developing Christian values within our community".

PLEASE REFER TO THE COVID-19 POLICY FOR SUPPLEMENTARY GUIDANCE

ANTI BULLYING POLICY

AIMS

We aim to make ensure that our school is a safe and happy environment where our pupils are able to learn free from threat, harassment and any type of bullying behaviour, including racist and homophobic bullying for all members of the school community.

WHAT IS BULLYING?

This definition has been agreed by the children, staff, governors and members of the school community.

Bullying happens when one person or a group of people repeatedly tries to upset, hurt or target another person by saying nasty or hurtful things to them. Sometimes bullies hit or kick people, or force them to hand over money. Sometimes they tease or ignore them, or send them unpleasant messages on their mobile or email. The person on the receiving end of the bullying finds it difficult to stop this happening and will worry about it happening again.

COMMON METHODS OF BULLYING

Physical – eg. hitting, kicking, inappropriate touching, damage to property.

Verbal – eg. name calling, threats, insults.

Cyber – eg. using internet, and /or telephone technology.

Relationships – eg. spreading rumours, silence, ignoring

Peer on peer abuse- children and young people who abuse their peers (Please see Peer on Peer abuse policy)

COMMON TYPES OF BULLYING

Physical appearance – eg. comments about size, intellectual ability, disability

Religious or cultural – eg. religious based name calling

Racist – eg. using offensive racist terms

Sexual – eg. homophobia, physical or verbal assault, sexual harassment and sexual violence, sexism

HOW WE DEAL WITH BULLYING IN OUR SCHOOL

School Ethos

Bullying in any form is unacceptable and will be taken seriously. It will be dealt with promptly.

Prevention

- The Policy for Positive Behaviour will be used at all times to encourage and reward good behaviour and to discourage bad behaviour in a constructive way.
- A Positive Behaviour certificate is awarded to a pupil every week.
- School, classroom and playground rules will be continually reinforced to ensure all pupils are aware of them.
- Anti- bullying education will be covered in a cross curricular way. It will also be covered through the PSHCE curriculum, Collective Worship, Circle time, (co- operative and collaborative games to raise children's self esteem), Drama and Games.
- We will make the playground an interesting and welcoming environment for play, using playground marking, seating, play equipment and defined areas for games.

Policy approved.....at a Full Governors Meeting

Date of meeting: 7 July 2021

Minute Number: 12.1

Renewal Frequency: Annual



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- Playground Friends encourage children to play well together and will offer alternative practical activities to help to solve problems.
- If bullying occurs the Headteacher is informed immediately.
- As a school community we will not tolerate bullying in any form. We will continually emphasise this no- tolerance in class and in Collective Worship.
- We will teach the children strategies to deal with bullying and how to cope in situations, both in and out of school, where they find themselves the victim.
- A Worry Box is situated in the Atrium for children to add any bullying issues.
- An Anti-Bullying week takes place annually.

Staff Responsibilities

- To implement procedures to deal with bullying in any form.
- To listen to all parties involved.
- To investigate incidents promptly and fully as possible.
- To take appropriate action or refer to the Headteacher.
- To complete a behaviour incident form and record on Cpoms.
- To share with parents / guardians of the perpetrator and the person on the receiving end of incidents of persistent and / or serious bullying.
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour.
- To promote open management styles which facilitate communication and consultation within the school and relevant outside agencies when appropriate.
- To model the values of the school.
- To promote the use of least intrusive, but most effective intervention strategies.
- To implement appropriate procedures for a member of staff- see LA /Union guidance

Curriculum

During PSHE pupils will be taught to be assertive, considerate and confident. PSHE will also promote positive and respectful relationships. Work is also done to raise awareness of bullying issues including e- safety and use of the internet.

English, Drama, use of Social, Emotional Aspect of Learning materials, visitors and assemblies are four examples of areas of the curriculum where bullying issues may be discussed and explored.

It may be appropriate to focus on specific work for whole groups in response to incidents at the time.

Any pupil requiring extra support will be given it so they can access the curriculum.

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INCIDENT MANAGEMENT AND REPORTING

Any pupil who upsets another through physical violence, taunting, teasing, name calling or threatening racial or sexual harassment and violence, will be encouraged and helped to change their behaviour.

Bullying will be dealt with quickly and fairly. It will be reported on Cpoms and will be addressed by the Headteacher or the Deputy Safeguard Lead. These will be stored for at least 3 years.

In the first instance the perpetrators will be dealt according to the school behaviour policy. Future behaviour will be closely monitored.

Any member of staff who witnesses an incident of bullying will:

- Take the incident seriously (see below re incidents of racial harassment)
- Take immediate action
- Speak to both the person on the receiving end of the bullying and the perpetrator separately and privately.
- Offer support and advice to both perpetrator and the person on the receiving end of the bullying.
- Make it plain to the perpetrator you disapprove.
- Encourage the perpetrator to see the point of view of the person on the receiving end of the bullying.
- Record and date the incident in relation to both people involved on Cpoms.
- All incidents of bullying occurring at lunchtime will be reported to the Headteacher immediately by the lunchtime staff and will be logged on Cpoms. The headteacher will then address any bullying allegations.
- Report all incidents of racial harassment, sexual harassment and sexual violence and any other serious or repeated incident to the Headteacher who will contact parents by phone initially.
- Advise parents / guardians of both parties by letter of the details of the incident.
- Invite parents of both parties into school to discuss the incident and support action initiated by the school
- Pupils who refuse to change behaviour may be dealt with according to the Policy for Positive Behaviour and/ Peer on Peer abuse Policy.

PERSONNEL AND TRAINING

The Headteacher will deal with the perpetrator according to the Policy for Positive Behaviour.

The Head and Governors have responsibility for bullying incident procedures.

The PSHE co-ordinator is responsible for the delivery of the curriculum.

Anti-bullying training will be built into staff development programmes.

MONITORING AND EVALUATION

The PSHE co-ordinator will be responsible for monitoring, reviewing and updating lessons and resources.

The Head will monitor the number, type and results of incidents.

This policy will be reviewed on an annual basis.

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