



Anti-Bullying Policy 2019

We believe that bullying of any kind is unacceptable. Our school is committed to providing a safe, caring and friendly environment for all staff and pupils, volunteers and governors. Bullying is an unacceptable behaviour and will not be tolerated in our school. Staff will use every opportunity to reinforce this message. The School's aim is to prevent bullying and harassment occurring by encouraging children to respect one another, other adults and the community at large.

Our school is a Church school where Christian values are taught to the children from admission and the school Ethos and Mission statement, Aims of the school and Curriculum statement encompass the values we encourage in both children and adults.

Definition of Bullying

The Department for Education (DFE) defines bullying as; "Behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, or because a child is adopted or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences". (Preventing and tackling bullying: Advice for head teachers, staff and governing bodies. Department for Education, July 2013).

Types of bullying can be:

- Emotional - unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures);
- Physical - pushing, kicking, hitting, punching or any use of violence;
- Racist - racial taunts, graffiti, gestures;
- Sexual - unwanted physical contact or sexually abusive comments;
- Homophobic / trans-gender- focussing on the issue of sexuality;
- Verbal - name-calling, sarcasm, spreading rumours, teasing;
- Cyber - all areas of the internet (e.g. email & internet chat room misuse); mobile phone threats by text messaging & calls; misuse of associated technology.

Bullying is not: A distinction is made between the one off incidents which happen during the normal school day which are dealt with by Teaching staff and Teaching Assistants and Midday Supervisory Assistants.

It is not the odd occasion of falling out with friends, name calling or an occasional argument. When such incidents occur these are dealt swiftly by staff.



It is bullying if it is sustained ,prolonged and frequent anti social behaviour.

Objectives of this Policy

- To ensure that all pupils, parents/carers, staff and governors know what the school policy is on bullying and what they should do if bullying arises;
- To ensure that all governors, staff, parents/carers and pupils have an understanding of what bullying is.
- To set out a co-ordinated approach to preventing and tackling bullying at school.

Preventative Strategies

The school will seek to prevent all types of bullying through its work within the curriculum as well as through the establishment of a caring, open, school ethos. The school will make all staff and regular volunteers aware of the policy and procedures involving all aspects of safety, including anti-bullying.

Support Through the Curriculum

The school will teach safety and anti-bullying issues as part of the curriculum. This includes work within Computing, science, sex education, PE, RE, PSHE as well as through a whole school antibullying focus.

RESPONSIBILITIES OF ALL STAKEHOLDERS

The Responsibilities of Staff Our staff will:

- Foster in our pupils self-esteem, self-respect and respect for others to ensure all remain safe.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling an adult about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Headteacher
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures



The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances to ensure all remain safe.

Anyone who becomes the target of bullies should:

- Not suffer in silence, but have the courage to speak out, to put an end to their own suffering and that of other potential targets
- The Responsibilities of Parents We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advising their children to report any bullying to their class teacher or Headteacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Informing the school of any suspected bullying, even if their children are not involved;
- Co-operating with the school, if their children are accused of bullying, try to ascertain the truth.
- Point out the implications of bullying, both for the children who are bullied and for the bullies themselves

Reporting Incidents

Anyone who is being bullied, or anyone who knows about it, will be listened to and we will try to act in a swift, sensitive way. Staff will listen and will offer support to any child who is a victim of bullying and where such action is sustained the Headteacher will arrange to inform the child's parents and will involve immediately the parents of the child/children carrying out such action. In the first instance the behaviour will be discussed with the individual suspected of the bullying to explain the distress that is being caused to the victim and necessary support and possible sanctions necessary. Further measures will be put into place if incidences of bullying continue through both internal or external exclusion.

All incidents of bullying will be logged centrally in the Incident Log by the Headteacher

Incidents of racism will be recorded in the Racist Log. Parents will be informed. Governors will be kept up to date with incidents of bullying.



Monitoring and Review

This policy will be reviewed annually alongside all other Safeguarding policies.

Date:	September 2019
Date of review:	September 2020