



Anti-bullying Policy

Reviewed and Updated: **May 2018**

Vision and Mission

Our vision is that every single member of our community will love, learn and grow together. This is achieved by:

- Celebrating what we are good at
- Challenging ourselves and doing our very best in our work
- Loving and respecting ourselves and each other
- Knowing that we are loved for being just how God made us
- Accepting that everyone is special



Introduction

Bullying of any kind runs counter to our Mission and is completely unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to let someone know so that the bullying will stop.

What is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain or distress to the victim.

Bullying can be:

- o **emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- o **physical** pushing, kicking, hitting, punching or any use of violence
- o **racist** taunts, graffiti, gestures
- o **sexual** unwanted physical contact or sexually abusive comments
- o **homophobic** because of, or focussing on the issue of sexuality
- o **verbal** name-calling, sarcasm, spreading rumours, teasing
- o **cyber** All areas of internet, such as email & internet chat room misuse; Mobile phone threats by text messaging & calls

Bullying occurs when:

- o a child is repeatedly 'picked on' either physically or verbally
- o the actions are deliberate and sustained
- o the intention is to hurt, isolate or humiliate an individual
- o the actions are designed to be kept secret
- o the actions are unprovoked

Bullying is not:

- o an isolated incident
- o a falling out
- o a 'one off' disagreement



Prevention

We will attempt to prevent bullying by teaching pupils about bullying and its effects. As a part of our PSHE curriculum we take part in anti-bullying programmes, and we encourage children to think about bullying and the feelings and rights of others through assemblies and through classwork.

All accessible areas of the school, such as cloakrooms, are supervised at the start and end of each day and at the start and end of break times so as to minimise the possibility of bullying occurring. Class rules are established at the beginning of the school year which promote positive behaviour and agree class expectations. These rules are regularly referred to throughout the year.

Cyber-bullying is discouraged through our Internet policy, which states that children should not access the Internet in school without an adult being present.

Dealing with bullying

All staff watch out for early signs of distress, which may include deterioration of work, unexplained illness, isolation, the desire to remain with adults and erratic attendance. Staff understand that whilst these behaviours may be symptomatic of other problems, they may be early signs of bullying. If bullying does occur:

- pupils are encouraged to find the help of an adult they trust and to stay where there are plenty of other pupils about and where an adult can see them
- in the first instance, staff will deal with incidents of bullying in the classroom and then report instances of bullying to the Senior Management Team who will take action where deemed necessary. This may include discussing with the whole staff or an individual teacher, establishing additional strategies to overcome the difficulties caused by bullying and discussing with those pupils involved within a peer group support approach
- pupils who are bullying will be made aware that their actions are making other pupils unhappy in coming to school and that this goes against our school's mission and the school rules
- pupils who have bullied need to know that these actions are not tolerated and should find ways to make amends through negotiation and discussion with the staff of the school
- we will encourage reconciliation; and where appropriate we will use the full range of punishments, including verbal reprimands, time outs, and escalation to senior staff
- Parents/carers will be informed and involved if bullying occurs.

If bullying persists:

- the bully, or groups of bullies, will be withdrawn from the playground/classroom for a period of time and their parents will be informed of the action that has been taken and the reason for it
- their behaviour will be monitored for a period of time so as to enable the school and home to work together to overcome problems
- ultimately, an exclusion from school may be appropriate for severe or persistent bullying behaviour.



It should be noted that not all bullies, and not all victims, are children.

Our school ethos demands that adults within the school should treat each other with respect at all times, and should be treated with respect.

Bullying of (or by) members of staff will also not be tolerated and will be dealt with under the schools' disciplinary or grievance procedures.

Where a senior member of staff is acting as a bully staff are referred to the school's whistleblowing policy and should raise their concerns with either the Headteacher directly, or with the Chair of Governors if the Headteacher is the subject of the allegation.