



Let all that you do be done in love.

1Corinthians 16:14

Antibullying Policy

Reviewed June 2022

Next review June 2024

Aims and objectives

Our school ethos of Learning, Loving and Living, underpinned by our Christian ethos of 'Let all that you do be done in love' Corinthians 1 16:14 directs us to create a safe environment for our children and wider community to flourish.

Our school vision is based firmly on the Christian values of respect, friendship, honesty, resilience, love, forgiveness, fairness and compassion. We provide a safe place for children to learn, in which bullying is regarded as unacceptable.

We actively promote British values as defined under the Ofsted guidance 2014 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/380595/SMSC_Guidance_Maintained_Schools.pdf through our school ethos, agreed rules, curriculum and teaching. We aim to 'promote tolerance and respect for people of all faiths (or those with none), cultures and lifestyles; and support and help through words, actions and influences within school and more widely in the community to prepare children and young people positively for life in modern Britain.'

What is bullying?

Bullying is behaviour which intentionally makes another person feel uncomfortable, distressed or threatened.

Bullying is repeated over time.

What types of bullying are there?

- Emotional (being unfriendly, excluding, tormenting, threatening behaviour)
- Verbal (name calling, sarcasm, spreading rumours, teasing)
- Physical (pushing, kicking, hitting, punching or any use of violence)
- Extortion (demanding money/goods with threats)
- Cyber (all areas of internet, email and internet chatroom misuse.) Mobile threats by text messaging and calls. This can be known as “virtual bullying” and can occur in or outside school. Cyber bullying can happen 24/7. Misuse of associated technology ie: camera and video facilities including those on mobile phones.
- Racist, religious and cultural (racial taunts, graffiti, gestures)
- Sexual (unwanted physical contact, sexually abusive comments)
- Homophobic (because of, or focussing on the issue of sexuality)

This is not an exhaustive list.

What are the signs and symptoms of bullying?

A person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

- Is frightened of walking to or from school or changes route
- Changes their usual routine
- Is unwilling to go to school
- Becomes withdrawn, anxious or lacking in confidence
- Becomes aggressive, abusive, disruptive or unreasonable
- Starts stammering
- Threatens or attempts suicide or attempts self-harm
- Threatens or attempts to run away
- Cries themselves to sleep at night or has nightmares
- Feels ill in the morning
- Performance in school work begins to drop
- Comes home with clothes torn, property damaged or ‘missing’
- Asks for money or starts stealing money
- Has unexplained cuts or bruises
- Comes home ‘starving’
- Bullys others
- Changes eating habits
- Is frightened to say what is wrong
- Is afraid to use the internet or mobile phone
- Is nervous or jumpy when a cyber-message is received
- Gives improbable excuses for their behaviour.

What causes Bullying?

People bully for different reasons. The reasons could be:

- to feel powerful
- jealousy
- to feel good about themselves

- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- because they are being bullied themselves
- because they see someone as different and unworthy of respect

How can we prevent Bullying?

We foster a clear understanding that bullying, in any form, is not acceptable. We do this by:

- Developing an effective antibullying policy.
 - All staff and governors will read this document
 - It will be shared with all parents via the school website
 - The Antibullying Ambassadors will help to rewrite this policy to make it child friendly and this will be shared with all children
 - The policy will be regularly reviewed and shared
- Embedding our school vision and values which underpin everything we do in school.
 - Actively teaching children how to have positive relationships.
 - Our curriculum is based on our vision and values and gives children a wealth of opportunities to learn about positive relationships particularly through the four C's of Culture, Communication, Conflict and Conservation
 - Regular praise of positive and supportive behaviour by all staff
 - Work in school which develops empathy and emotional intelligence
 - The development of restorative conversations will encourage children to be honest about their feelings and understand the consequences of their actions.
 - Continued participation in national events such as Antibullying Week will ensure that bullying is regularly and openly discussed throughout the school.
- Treating any incidents of bullying seriously and dealing with them immediately.
 - The target of bullying is supported
 - Staff follow the procedure laid out below
 - All incidences of negative behaviour are recoded on CPOMs so that any recurrences can be picked up even when witnessed by or reported to different members of staff.

Roles

Our school will respond promptly and effectively to reported incidents of bullying.

The role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors on request about the effectiveness of school antibullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask for the matter to be investigated further. In this case they should refer to the school's Complaints Procedure.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school's antibullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the antibullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use a class circle time as the forum in which to discuss with other children why this behaviour was wrong, and what is being done to ensure that it stops. Whole school assemblies may also be used to set standards and expectations on behaviour and to give a message to the whole school on antibullying themes.

The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the Teacher and Support Staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. Every opportunity is taken to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere. Teachers use drama, role-play, stories etc., within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour. An understanding of bullying will also be embedded through our work with national campaigns such as the Antibullying Alliance (Antibullying Week).

In the first place, appropriate behaviour is promoted through the school's Behaviour policy and incidents of inappropriate behaviour are dealt with in accordance with the consequences detailed in that policy. Bullying can be hard to recognise and it is essential for all staff to be aware of the definition of bullying as well as the signs of bullying so that they can remain vigilant.

If staff notice some of the signs of bullying or witness an act of bullying behaviour, it is their responsibility to report this on CPOMs, monitor the child/ren and find out more about the situation. If a child reports bullying, either as a target or a witness, the allegation must be taken seriously and investigated further. All children involved supported as outlined below.

When any bullying has taken place, the teacher will deal with the issue immediately. This may involve restorative conversations, counselling and support for the target and sanctions for the child bullying. Time is spent talking to the child who has done the bullying, discussing their actions and the impact they have had as well as providing support to ensure they change their behaviour in future. Support is provided for all children.

Teachers record on CPOMS all incidents that happen in their class, and that they are aware of in the school. This information will then be available to all adults who work directly with the children involved as well as SLT and the DSLs. Any repeated behaviour will become evident through continuous monitoring of CPOMS by class teachers, SLT and the DSLs.

In clear cases of bullying, the matter must be referred to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied. Parents of both the target and the aggressor will be informed by the teacher or Headteacher. It may be appropriate for the Headteacher to invite the parents of the children into school. If a child is repeatedly involved in bullying, this can lead to exclusion for a fixed period or even lead to permanent exclusion. In more extreme cases, e.g. where these initial discussions have proved ineffective, the Headteacher may contact external support agencies.

The role of Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure.

Parents have a responsibility to support the school's behaviour and antibullying policies, actively encouraging their child to be a positive member of the school. They can also support the school by being a good role model themselves ensuring that they apply the ethos values of love, forgiveness and respect when dealing with any situation themselves.

On the school premises it is expected that all parents will behave with dignity and respect and will avoid any situations of confrontation or unpleasantness with other adults.

Parental Bullying

Unfortunately, it is not unknown for a vulnerable child and his or her family to be bullied by other parents, whether wittingly or otherwise. This can take the form of encouraging ostracisation by other parents and children and actually verbally abusing the parents or children themselves.

This is totally unacceptable behaviour and will not be tolerated at our school. Any parent engaging in such bullying behaviour towards other children or families runs the risk of being excluded from the school site – if necessary with the backing of a court order.

As a church school we operate from a position of tolerance and forgiveness and expect our parents to respect this. We have a duty to educate children from all backgrounds and of all abilities, including those who are emotionally vulnerable and behaviourally challenging. We are an inclusive school and are proud to be so.

The role of Pupils

All pupils have the right to feel safe.

Pupils are encouraged to tell an adult they trust if they are or think they are being bullied. The incident will be treated with sensitivity and fairness. If the bullying continues, they must keep on letting people know.

Pupils are encouraged not to take the role of bystander but to stand up and speak up if they identify any bullying behaviours within the school.

Pupils are invited to tell us their views about a range of school issues, including bullying, in PSHE lessons and reflection time.

The role of the Antibullying Ambassadors

The Antibullying Ambassadors are positive role models whose behaviour reflects our school values. It is their responsibility to:

- Promote positive behaviour and set a good example
- Help to raise awareness about bullying
- Be vigilant and look out for signs of bullying within our school community
- Be trusted children who others can talk to about bullying

Robust measures are in place to reduce the likelihood of bullying. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Support Agencies

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues
www.anti-bullyingalliance.org.uk

Kidscape
www.kidscape.org.uk
02077303300

Childline – advice and stories from children who have survived bullying
08000 1111

Bullying on line
www.bullying.co.uk

Parentline Plus – advice and links for parents www.parentlineplus.org.uk
08088002222

Parents Against Bullying
01928 576152

Useful sources of information

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Chatdanger - a website that informs about the potential dangers online (including bullying), and advice on how to stay safe while chatting www.chatdanger.com

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk

Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnetint.org/kia/parents

The Diana Award – the charity that provides all our support for the Antibullying Ambassadors <https://diana-award.org.uk/>