



Anti-Bullying Policy.

Our Vision as a Church of England school is to deliver a caring, stimulating and enjoyable experience for all our pupils, during which pupils are expected to do their best at all times and to live out our Christian values by treating others as they would like to be treated.

Pupils should leave our school with strong basic skills including communication, self-management and team-working skills, able to access the next stage of learning, be useful and caring citizens of our country with pride and awareness of our collective values and with special memories of their time at our school.

Our Mission Statement is "to learn with care, fun, faith and respect".

Ethos Statement

Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church at parish and diocesan level.

The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith and promotes Christian values through the experiences it offers to all its pupils.

The children will gain skills, knowledge, and understanding enabling them to experience success and to realise their potential in a safe and caring environment. The children will be taught those values and attitudes which will strengthen their respect for themselves and others, enabling them to take their place in society with confidence. The way people behave towards one another plays a vital role in achieving this aim.

With reference to:

- The Church of England Christian Vision – "Deeply Christian, Serving the Common Good"
- Valuing All God's Children

Purpose of the Anti-Bullying Policy:

As a Church of England school with strong Christian values we want our children to grow up and be part of a kind and caring school community which values everyone for who they are and celebrates difference. All adults are role models for pupils and we stress the Christian ethic of treating others as you would like to be treated.

This policy lays out what we do to maintain our kind and caring environment so that bullying is not tolerated and not acceptable. It also explains what we will do if things go wrong and a child is involved in a bullying incident.

This policy has been written in line with guidance and advice from Kidscape and the Anti-Bullying Alliance and also with reference to the Church of England documents "Valuing All God's Children" (2017) and The Church of England Vision Document, "Deeply Christian, Serving the Common Good. "

Definition of bullying

Having consulted with the parents, staff and children, it has been decided that bullying can be described as a deliberate action(s) in order to hurt or upset someone. It may hurt someone physically or it may hurt his or her feelings. *Bullying is continued, repeated and personal rather than one off acts of aggression.*

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Bullying issues include;

- continual name calling or teasing
- talking unkindly or untruthfully about someone to others
- damaging or stealing someone's property or work
- pinching, kicking or jostling at every opportunity
- trying to get or take money or other items from someone
- making people do things they don't want to do
- bullying by mobile phone, internet or other technological means
- social isolation or exclusion

Children may be bullied for a variety of reasons but often it is due to them being perceived as 'different' in some way. This may be:

*racial, religious, cultural, learning, appearances or health differences

*relating to home circumstances or sexual orientation of the pupil/ member of staff or family.

Early signs of distress may include;

- unwillingness to go to school
- signs of withdrawal
- deterioration of work
- isolation
- faking illness
- erratic attendance
- desire to remain with adults
- late to school
- general unhappiness/ fear/ anxiety
- continual 'loss' of money or equipment
- unexplained bruises, cuts and scratches

- refusal to discuss problems

Identifying bullying

It is important to recognise the difference between bullying and boisterous, thoughtless behaviour.

Boisterous behaviour tends to be more natural and uncontrolled. It is not usually vindictive or unfriendly and may be high-spirited.

Bullying tends to be focussed on children who may be vulnerable in some way.

Bullying is a wilful or conscious desire to hurt, threaten or frighten.

Bullying can be spoiling other children's activities, showing hostility and rough intimidating behaviour.

Bullying is continued, prolonged and repeated acts against an individual or group.

Strategies to discourage bullying

Through our behaviour and safeguarding policy, we actively promote a caring, co-operative ethos where behaviour and safety is openly discussed.

On admission to school children are given a 'buddy' who the child can go to if they have a problem on the playground.

We incorporate the SEAL Programme, Circle Time, and assemblies into the curriculum and create listening systems in classes.

We teach children what to do if they are concerned about bullying.

In ICT lessons, we discuss Internet safety.

We have good supervision at playtimes and lunchtimes.

Staff regularly talk about individuals they are concerned about and may arrange for observations or support to take place at playtimes.

Adults aim to be aware of individuals who seem isolated in the playground and encourage them to become involved in play with other children.

We will listen fairly to all accounts of incidents.

We will not tolerate any racist, sexist or homophobic language.

We teach children about other cultures and we encourage them to respect different points of view.

We will provide support for the victim and the bully.

We involve relevant parents of both parties when bullying is occurring.

Create an inclusive school where children from all backgrounds feel welcome and safe (including non-English speaking children, children with Learning Difficulties and Disabilities (LDD), travellers or young carers).

We have an anti bullying committee of adults and children to monitor bullying and raise awareness in school.

Children are trained as play leaders to develop and encourage positive play at break time and lunch time.

What children can do

- play where you can easily be seen
- tell an adult if you think someone is being bullied, bullying cannot be ignored, bullying must be exposed

What parents can do

- don't condone bullying by encouraging your child to fight back
- watch out for signs of distress in your child
- talk to staff as soon as you think your child is being bullied
- support your child and encourage them to tell a trusted adult at school about bullying incidents
- be aware that bullying usually takes place over a period of time and is rarely, but can be, a 'one off' incident
- Monitor use of the Internet and mobile phones

What staff can do

- Create an open and professionally honest environment
- Support each other in a Christian manner
- Be aware of the needs of other staff
- Speak to a colleague
- Speak to the headteacher
- Speak to the Chair of Governors
- Speak to their union representative

What bystanders can do

- Maintain an open environment where bullying is not acceptable
- Not join in any bullying incident
- Report bullying incidents (use worry boxes in classes if not able to speak out)
- Talk to the bullied individual and offer support
- Speak to parents if not able to tell anyone at school

How we deal with bullying

- We maintain an Incident log in which all unacceptable incidents are recorded and then followed up.
- We talk to the victim and get details. We deal with victims with understanding and belief.
- We identify the bully or bullies and obtain witnesses if possible.

- We talk to the bully and confront them with the details, asking for the truth. We make it clear that bullying cannot be tolerated at Wilbarston School.
- Where possible, we talk to the victim and the bully together to check through the facts, to talk about the changes that need to take place and how this can happen.
- We inform parents of what has taken place by phone and if appropriate by letter.
- We inform the children of the monitoring/follow up system to ensure that the situation is improving. This will normally involve seeing the children at least once a week for 4 – 6 weeks.
- The class teacher will arrange to cover a parallel issue in 'Circle Time' or 'through use of SEAL'.
- Appropriate sanctions of how bullying and inappropriate behaviour is dealt with are listed in the behaviour policy.
- Sanctions detailed in the behaviour policy are graduated and reflect the individual nature of each incident
- Work with parents to tackle the root of the issue (involve them in meetings and reviews of behaviour and incidents)

What to do if bullying persists.

- Involve parents of bullies in regular meetings
- Implement a short term close supervision programme during informal times following a time of withdrawal of those times
- Consult with or referral to appropriate external agencies
- Support the bullied child further by working with them to improve their skills in deterring the bully
- Class teacher to raise the issue directly (without names) to raise profile and reinforce the message that it is not acceptable.
- Complete programme of work with external agency
- Isolation of bully in school
- If necessary, consider fixed term or fixed timed exclusions eg lunchtimes

What school leadership can do:

- Create a climate and ethos where bullying is unacceptable and is seen to be acted upon quickly
- Maintain a bullying incident log
- Analyse the data regularly, communicate findings and act on them
- Ensure policy is adhered to by all and communicated to new staff in induction procedures
- Ensure staff feel able to deal with issues of bullying and have access to CPD to address any gaps
- Lead staff training on anti-bullying measures.

Complaints about bullying or how incidents have been dealt with

- If a parent or child tells us about a bullying issue then the issue will be discussed with children at the earliest opportunity but certainly the same day.
- Parents can expect to have feedback on the day or, if informing school at the end of the day, the next day.
- If a parent is unhappy about the way that an incident is dealt with then they should follow the School's Complaints procedure.

Where the victim is a member of staff:

- Staff should raise the issue with the headteacher.
- If this is not appropriate or possible, then the staff member should speak to the Key Stage 2 Leader.
- Should this not resolve the issue or be appropriate, then the staff member should speak to the Chair of Governors.
- The staff member may also wish to speak to their union representative.
- A conflict resolution meeting should be held in order to address the issues following the advice of the Human Resources department.
- Disciplinary procedures may need to be invoked following HR advice (Governors standing committee in place for this)

Monitoring

The headteacher or her delegated senior teacher has responsibility for monitoring, analysing records and acting upon issues of bullying of staff or pupils on a day to day basis. Staff will be kept informed of issues and patterns of incidence and their relevance.

Where this is not appropriate, it is the responsibility of the Chair of Governors in the first instance. Bullying is the responsibility of all in school and should be tackled wherever it occurs.

This policy will be reviewed every three years and updated with the views of children, staff and parents taken by a mixture of discussion and questionnaires.

Approved by Governing Body

Signed (Chair of Governors) _____

Date _____ 2017

Review date – Summer 2020 _____