



A place to shine ...

***Let light shine out of darkness and God's light shine in our hearts
2 Corinthians ch4, v6***

Anti Bullying Policy

Consultation that has taken place	October 2020
Date formally approved by governors	October 2020
Date policy became effective	October 2020
Review date	October 2021
Person responsible for implementation and monitoring	Mrs Dawn Day Mrs Faye Kerr
Other relevant policies	Behaviour Policy Child Protection Policy Safeguarding Policy

(based on the Kidscape Model Anti Bullying Policy for schools)

'Be kind and compassionate to one another, forgiving each other, just as in Christ God forgave you' (Ephesians 4:32)

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is 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 and LISTENING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the use of repeated and targeted aggression with the intention of hurting another person.

Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts (including referring to colour, religion, culture etc), graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber Threats, spreading rumours, gossip, trolling, posting photos and/ or videos by misusing technology i.e text messaging & calls, camera, phones, computers, emails, chat rooms, laptops, ipads & video facilities, communication tools as in social media sites etc.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who bully need to learn different ways of behaving.

Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and if bullying arises how they can report it.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school

- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has unexplained cuts or bruises
- comes home starving (not eating at lunchtime)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

N. B. These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated

This is what will happen when there is a bullying incident reported:

a) Procedures

1. Report bullying incident to a member of staff. This can be verbal, written or via the website
2. In cases of alleged bullying, the incidents will be recorded by staff
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem
4. If necessary and appropriate, police will be consulted
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly
6. An attempt will be made to help the bully (bullies) change their behaviour

b) Outcomes (when a bullying incident has been confirmed)

1. The bully (bullies) will be asked to genuinely apologise
2. The adult will give a clear explanation of what behaviour is unacceptable and why it will not be tolerated
3. Children will agree what will happen next to clarify how they will treat one another (have respect for others, no retaliation etc). In most cases the children will be reconciled
4. In most cases a Behaviour Plan will be put in place for the child who has bullied
5. After the incident / incidents have been investigated and dealt with, each case will be monitored closely to ensure repeated bullying does not take place
6. In serious cases of repeated bullying the Head Teacher will consider exclusion

Prevention

In school we will use many resources and methods for helping children to prevent bullying. As and when appropriate, these may include:

- Facilitate circle time, discussions and role play
- Writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- Teach children to talk through disputes
- Have debates about bullying
- Use a Bully Box or similar
- Raise pupils' self esteem
- Commend appropriate behaviour
- Introduce a buddy system or peer mentoring system
- Use School Council time

Roles and Responsibilities

What adults in school can do

- Have a clear set of School Rules
- Listen and support children who say they have been bullied
- Investigate allegations of bullying
- Create the climate in which children will feel able to talk about bullying
- Model positive roles in terms of communication, showing respect, listening, problem solving etc
- Use an assertive, non aggressive tone of voice when dealing with behaviour incidents
- Facilitate Circle Time, discussions and role play
- Writing stories or poems or drawing pictures about bullying
- Reading stories about bullying to a class or assembly
- Teach children to talk through disputes
- Have debates about bullying
- Use a worry Box
- Raise pupils' self esteem
- Commend appropriate behaviour

What children can do

- Learn to support and help each other
- Be confident to speak up about bullying to an adult
- Know they can talk to any adult in school
- Have a range of strategies to deal with incidents
- Tell the bully to stop
- Take responsibility and not watch someone else being bullied

What parents can do

- Listen, believe and support their children
- Encourage children not to fight back
- Encourage children using aggressive behaviour to use other ways of managing their anger or frustration
- Tell their child to talk to their Class teacher or another member of staff straight away
- Contact school with information regarding any concerns about their child' worries about bullying either in person or via the school website
- Maintain a good, close working partnership with school
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HELP ORGANISATIONS:

Visit the Kidscape website www.kidscape.org.uk for further support, links and advice.

This policy is to be read with the school's Behaviour Policy and Safeguarding policy