St Chad's CofE Nursery and Infant School

Anti-bullying Policy

School Leader: **K Leach**

Link Governor: **N. Iqbal**

Policy Approved	**Signed: P Geary**	**Date: March 2017**
Policy Reviewed	Signed: N Iqbal	Date: 01.10.20
Policy Reviewed	Signed: R Williams	Date: 19.06.19
Policy Reviewed	Signed: P Geary	Date: 06.06.18
Policy Reviewed	Signed:	Date:

LOVE God   LOVE Neighbour   LOVE Self   *(Matthew 22:36)*

Our school vision takes inspiration from and is deeply rooted in the Greatest Commandment: *"Love God with all your heart and with all your soul and with all your mind and love your neighbour as yourself".*

We are an inclusive school and our vision, though distinctively Christian, welcomes and values all faiths and cultures within our diverse school community. Our school's core values of **love, friendship, compassion and respect** sit at the heart of our school community and underpin every aspect of school life.

Love: "Do everything with love". *(Corinthians 16:14)*

Friendship: "Encourage one another and build each other up". *(Thessalonians 5:11)*

Compassion: "Be kind to one another". *(Ephesians 4:32)*

Respect: "Treat others as you want to be treated". *(Luke 6:31)*

At St Chad's, we consider the role that we play in our children's education is an immense privilege. During their time in our school, our children will lay many important foundations and achieve many significant milestones that will help carve their future towards becoming happy, well-rounded and successful lifelong learners.

We want every child in our care to:

- know that they are loved, special and valued;
- experience life in its fullness and achieve their fullest potential;
- have a high self-regard and positive mental health;
- make excellent educational progress, regardless of their background or starting points;
- show compassion and respect towards themselves, each other and their world.
- be equipped with the necessary skills and character to overcome challenges that they may encounter in life;
- flourish with their unique God-given talents in all that they choose to do.

We seek to be positive role models to our children, guiding and teaching them through our 'LOVE Promise'. We:

Look after each other and our school
Only ever do our best
Value everyone and remember our manners
Enjoy learning together

School statement on bullying
We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Aims
- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.

- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform children and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To identify early forms of bullying in order to prevent these from developing.
- To provide an appropriate level of staffing to supervise the playground during play time and lunch time.
- To ensure all adults allow children to feel comfortable in talking to them about their anxieties.
- To regularly teach appropriate behaviour and an awareness of bullying to all year groups.
- To encourage each child to develop a sense of belonging and commitment to our school community through our teaching in Collective Worship and Religious Education programmes of study.
- To raise children's self-esteem and respect for others through discussion and activities in the PSHE curriculum, particularly in Collective Worship, class assemblies and PSHE lessons.
- To raise awareness that bullying can happen anywhere and at any time and can involve anyone - children, staff and parents. It can occur directly or through cyber technology (social websites, computers, tablets, mobile phones, text messages, photographs and email).
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

This policy operates in conjunction with the following school policies and documents:

- Golden Behavioural Policy
- Equal Opportunities Policy
- Safeguarding and Child Protection Policy
- SEND and Inclusion Policy
- Working at St Chad's Policy (Staff Code of Conduct)
- Attendance Policy
- Complaints Policy
- Curriculum Policies such as PSHE
- E-Safety (Online Safety)
- Whistleblowing Policy
- Volunteer Policy

Definition of bullying
Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:
- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)

- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:
- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health condition
- Religion or belief
- Related to home or other personal circumstances

Reporting bullying: roles and responsibilities
- All staff have a duty to challenge all forms of bullying, report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.
- Ms Leach (Head of School), Miss Wright (PSHE and School Council Lead), Miss Gilsenan (FS and Computing Lead), Mrs Thomas (Inclusion and DSL Lead) and Mrs Sohanpal (Lunchtime HLTA) are anti-bullying leads.
- The Head of School has overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all children.
- Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying,
- Children should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.
- The governing body hold the school to account that the policy is being implemented.

Actions to be taken if bullying is suspected or identified as taking place
Where bullying is suspected or has been reported the school will deal with the incident immediately by taking the following steps:
- The incident will be investigated by the member of staff.
- The result of the investigation will be recorded and discussed with a senior member of staff.
- Written records/electronic chronology of investigations will be completed and saved in Inclusion folder.
- Where there is evidence or strong suspicion of bullying the Head of School will conduct further investigation.

Sanctions will be applied against the perpetrator in line with the school's Golden Behaviour Policy.
- Parents will be kept informed at all times.
- Victims will be supported through reassurance (immediate and long term), opportunities to discuss their concerns and have their concerns taken seriously.

- Perpetrators will be supported to make better choices in the future through PSHE opportunities, discovering why the pupil was involved and 1:1 discussions to establish what actions were wrong and how to change for the better.
- The Head of School will assess whether any other authorities (such as police of local authority) need to be involved).

  In addition to the usual sanctions detailed in the school behaviour policy in extreme cases the Head of School may use the following:
  - Exclusion from certain areas of school premises or at certain times of the day e.g. lunchtime
  - Fixed term exclusion
  - Permanent exclusion

Bullying outside of the school
Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before ort after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on children's wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

Derogatory language
Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on SIMS and follow up actions and sanctions, if appropriate, will be taken for children and staff found using any such language.

Prejudice based incidents
A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitors in school, with the Head of School regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School strategies to prevent and tackle bullying
We use a range of measures to prevent and tackle bullying including:
- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a child -friendly anti-bullying policy with direct reference to our 'LOVE Promise' to ensure that all children understand the policy and know how to report bullying.
- The PSHE programme of study includes opportunities for children to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for children to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum children are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

- Circle Time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Working with parents and carers, and in partnership with community organisations.
-

Children's involvement in tackling bullying

All children will develop and maintain an understanding of what bullying is. They will actively be involved in discussion about good and bad choices/behaviour. Themed events and class discussions will take place throughout the year for all children, in order for them to develop their ideas specifically in relation to bullying. Children will demonstrate their active role in preventing bullying by identifying and reporting incidents as they occur. Children will be continually involved in developing school-wide anti-bullying initiatives through consultation with their peers (LOVE Council, Playtime Buddies and pupil surveys).

Equal opportunities

All children and adults at St Chad's are valued as individuals irrespective of gender, race, culture, religion or special need. Although children may be exposed to different attitudes elsewhere, racism and sexism will not be tolerated in the school and the action set out in the school policies will be taken, when incidents occur.

Training

The Head of School is responsible for ensuring that all school staff (including teaching assistants, midday supervisors and volunteers) receive regular training on all aspects of the anti-bullying policy and schools' behavior policy.

Monitoring, evaluation and review

The Head of School is responsible for monitoring the policy on a day-to-day basis. The Head of School is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported. The Head of School will keep the governor's informed of any bullying incidents through the Head teacher's termly report.

This policy will be reviewed and updated annually.