

# Friendship and Anti Bullying Policy

## Our Aims

At Chantry we take all forms of conflict, friendship problems and bullying behaviour seriously. Our aims are:

- To provide a safe and secure environment for all students in our care.
- To create a happy atmosphere in which parents, carers and all school staff work together for the welfare of the students.
- Everyone is mutually valued and respected regardless of gender, race, age, beliefs and ability.
- To encourage students to adopt agreed standards of behaviour and values in order to develop a sense of self discipline and to take responsibility for their own actions.

## Definition of Bullying Behaviour

We acknowledge that both friendship problems and bullying behaviour can be upsetting and unpleasant but it is important to distinguish between the two, as responses to friendship problems will be different to the strategies used to address bullying behaviour.

Friendship problems may be an occasional incident where both students disagree and find it difficult to resolve the disagreement without the help of Peer Mediators or an adult. It is unlikely to be repeated behaviour and may even be accidental, where both children make an effort to resolve the problem. However, we do recognise that repeated friendship problems can lead to bullying behaviour.

Bullying behaviour is defined as '**behaviour by an individual or group – usually repeated over time – that intentionally hurts another individual or group.**'

Bullying can take many forms –

- **Physical** (hitting, punching, finger jabbing, any inappropriate touching, pinching, jostling, breaking or taking property)
- **Verbal** (name calling, put downs, threats, teasing, ridiculing, belittling, excessive criticism or sarcasm)
- **Indirect** (rumours or stories, exclusion from a group, shunning, invading privacy, withholding friendship or affection)
- **Cyber** Bullying sending nasty phone calls, text messages or emails/chat rooms.

Some bullying is done because students are deemed to belong to a certain group. This has been labelled 'prejudice based bullying' and includes homophobic, racist, sexist or gender bullying and bullying those with learning or other disabilities. See also our Equal Opportunities Policy.

## **Strategies for Preventing Bullying**

- Issues surrounding friendships and bullying behaviour are taught through the PSHE Curriculum. Children are taught some of the ups and downs of relationships, including the positive aspects and benefits of friendships and the negative aspects of conflict.
- Whole school assemblies are used to discuss bullying and raise children's awareness of what bullying looks like and how they can respond and get help.
- Circle Time and class discussion provides opportunities for more detailed discussions and activities to explore the nature of bullying.
- School Council provides a forum for issues to be raised, and discussion to arise around how we can combat it.
- Peer Mediators are available as a first point of contact for children who feel they need support in the playground.
- Staff on Playground Duty including Teachers, Teaching Assistants and Midday Supervisors (MDSAs) have an agreed policy for dealing with issues that have been discussed as a group and agreed together.
- The Golden Rules will be upheld at all times. All staff will monitor behaviour and intervene when it becomes inappropriate in order to prevent bullying from developing.

## **Strategies for Responding to Bullying Behaviour**

Where bullying does occur it will be followed by an immediate and appropriate response, including the use of disciplinary sanctions where necessary. There are times, however, when discussion and further close monitoring will be used. These will be employed at the school's discretion and under discussion with other parties (children, parents and other members of staff).

Early identification is the most effective way to minimise bullying behaviour and the effects on the person being bullied. We also acknowledge that the person doing the bullying needs to understand their behaviour is unacceptable and must stop. They may also need support to change their behaviour and explore the underlying reasons for the bullying.

Students are encouraged to report any negative behaviour, even if they are not sure whether it is bullying and even if it is not them who are experiencing the difficulties. They can do this through:

- Speaking to their teacher, Teaching Assistant or MDSA
- Speaking to a parent or other adult who may contact the school
- Speak to a Peer Mediator

Children will never be told to just ignore the bullying.

As part of our Anti Bullying week and ongoing activities throughout the school year children are also taught specific strategies to stand up for themselves assertively and non aggressively as research has shown this to be the most effective way to stop bullying. See linked Power Point Presentation for specific strategies.

## **When bullying is known to have happened or to be ongoing**

The class teacher will discuss the situation with the child being bullied. It is important that they are listened to and believed. They will not be told to just ignore it.

Any children who are thought to have witnessed the bullying behaviour may also be spoken to in order to give a more detailed, clearer picture.

The incident will then be discussed with the child engaged in the bullying behaviour.

The PSHE Leader, SENCo or Head Teacher may also be informed in severe cases.

Sanctions in line with consultation with children (Anti bullying week Circle Times and Discussions), Parents (questionnaires, parent's information meetings) and the school Behaviour Policy will be used as appropriate. They might include:

- Official warnings to stop the behaviour and withdrawal of in school privileges (playtimes, lunchtimes e.g.) if this does not happen
- Time spent at the Time In table at lunchtime
- Time spent separated from class, out of class, away from peer group and friends. This may be at an isolated table in class, in another classroom, in a member of SLT's office, separate playtimes and lunchtimes
- Minor fixed term exclusion
- Major fixed term exclusion
- Intervention from Neighbourhood Schools Officer (the Police)
- Permanent exclusion

The parents of children involved will be informed of any action taken.

The parents of children who have been affected by the bullying behaviour will be informed.

Records may be kept on student's files if the behaviour is repetitive and/or severe.

## **Monitoring and Evaluation**

This document will be monitored and evaluated regularly and updated to take account of new Government and local guidance, the views of the whole school community and any specific issues relating to the needs and dynamics of our children.

## **Complaints**

The Governing Body has established a formal complaints procedure and this may be used by a Parent or Carer if needed.

**Signed:** \_\_\_\_\_ **Chair of Governors**

**Signed:** \_\_\_\_\_ **Headteacher**

**Date:** \_\_\_\_\_