



With God's love  
we all shine together

# **Anti-bullying Policy**

**2017 - 2020**

**County, Government and Diocesan guidelines have been taken into account in writing this statement.**

**Introduction:**

Bullying is action taken by one or more children who wish to hurt, threaten or frighten someone deliberately, often quietly and frequently. Bullying affects everyone, not just the bullies and the victims. It also affects those who watch and who can be drawn in by peer group pressure.

Bullying can happen to all children and young people and can affect their emotional, mental and physical health.

Everyone involved in school needs to take on the responsibility and work together to make our school a happy, secure environment for all our children.

There is evidence to suggest that pupils bullied in school are more likely to be bullied on the way to/from school or through cyberbullying.

**What do we mean by 'bullying'?**

Bullying involves an imbalance of power which can involve a group of people or an individual: It can include:

- *Verbal*: name calling; teasing, taunting, shouts of abuse; remarks that are offensive to any of the protected characteristics. (See List below)
- *Silent*: involving the isolation of a victim by ignoring or deliberately excluding, it can involve *rude gestures*
- *Physical*
- *Indirect Bullying*: intimidation, dirty looks, spreading rumours, writing on books, walls, bags etc, displaying literature or materials of a racial or sexist nature or taking things without permission.
- It can be *making* someone do something they don't want to do
- *Cyber bullying*.

**Aims to**

- ensure all at All Saints believe that bullying is wrong and understand it damages individual children.
- accept that situations often happen between children which are temporary and do not constitute bullying.
- prevent bullying by developing an ethos in which bullying is unacceptable.
- provide a safe and secure environment where all can learn without anxiety.
- have a consistent school approach to bullying incidents.

**Role of Governors to:**

- support the school in eliminating bullying
- review policy biannually

**Role of School Senior Management Team to:**

- ensure all staff (including support staff) are aware of the school statement and implement the Rewards and Behaviours Policy.
- ensure all children are made aware of what bullying is and the sanctions applied
- monitor climate of school that supports success, trust, respect and understanding.
- log racial and homophobic, biphobic or transphobic incidents through an Incident form
- talk to parents if appropriate.

- involve the police where necessary

### **Role of Staff to:**

- treat all bullying incidents seriously
- When an offensive remark has been used all staff will use the same worded response in the first instance. *“You know that hurtful language or behaviour isn’t accepted in this school. This is a place where everyone is equal and should be treated with respect.”*
- record all bullying incidents
- create opportunities in RE, PHSE and assemblies to address social issues, relationships, values, caring, trust, support etc.
- have a special focus on bullying in anti-bullying week in November each year and address cyber bullying regularly through lessons and assemblies.
- apply sanctions consistently in line with the Rewards and Behaviours Policy.
- ensure all incidents are reported to senior management and logged on the appropriate forms. (These will include all racist, sexist, homophobic, biphobic or transphobic incidents.) These should then be filed in SEND Office.
- ensure appropriate time is given to support the victim and agree any follow up.

### **Role of Pupil to:**

- try not to react or show you are upset
- go to a friend or older pupil you feel safe with, don’t stay on your own
- show confidence even if you don’t feel it- say “NO” loudly.
- accept that fighting back usually makes things worse
- tell an adult as soon as possible – they will listen but cannot help unless they know and it is difficult to deal with things the next day/week
- understand that silence (not telling) is often the bully’s greatest weapon
- understand that bullies are usually cowards on their own.
- NOT keep a bully’s secret.

### **Role of Parent/Carer to :**

- If you think your child is a victim of bullying inform the school.
- keep a record – it helps us with evidence if required.
- not encourage your child to fight back . It often makes the situation worse.
- be aware of, and discuss with the child’s teacher, changes in their child’s behaviour.

### **Consequences:**

*These will depend on the severity of the incident, whether it is the first or a repeated offence. Any combination of the following may be applied.*

- A behaviour modification plan drawn up and shared and agreed with pupil and parent
- Privileges removed at school and/or at home.
- Internal exclusions at break or lunchtime
- External exclusions.

*This policy should be read in conjunction with the Rewards and Behaviours; Safeguarding, Equality Plan, Accessibility Plan, Acceptable Use and SEND policies.*

**Training:**

When training opportunities occur staff will be offered the opportunity to attend where appropriate.

***Review:***

This policy will be reviewed biannually as part of the policy monitoring cycle or before if required.

*Last reviewed January 2018*

Ratified by Governors:

Date: 17/01/2018

Signed: *B Lawrence*

Chair of Governors.

The protected characteristics for the schools provisions are:

- Disability.
- Gender reassignment.
- Pregnancy and maternity.
- Race.
- Religion or belief.
- Sex.
- Sexual orientation.
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Government Equalities Office and Equality and Human Rights Commission  
Equality Act 2010: guidance (see Government website for full copy)