



# Chenies School Anti-Bullying Policy

## 1 Scope

This policy specifies how Chenies School plans and teaches Anti-bullying.

## 2 Introduction

Children learn best in an environment where they feel safe and valued. Clear expectations of acceptable behaviour exist to ensure the safety and welfare of all and are outlined in Chenies school's behaviour policy. As a school, we are aware that instances of bullying do occur from time to time and we are committed to ensuring these are dealt with quickly and effectively. Our school ethos is built on mutual respect, trust and care for each other and bullying of any description is unacceptable in our school. We recognise that when bullying occurs both the victim and the bully need help and support.

## 3 Aims and Objectives

3.1 Our anti-bullying policy aims to:

- Promote respect and tolerance for each other, including and engaging with everyone's perception of bullying
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning
- Clarify for pupils and staff what bullying is and that it is always unacceptable
- Explain to staff, pupils and the whole school community why bullying and harassment occur and their impact on individuals and the school as a whole
- To have in place an anti-bullying support system, that all staff and pupils understand and to apply the system consistently.
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3.2 Our school community

- Will discuss, monitor and review our anti-bullying policy on a regular basis
- Will support staff to promote positive relationships and identify and tackle bullying appropriately
- Will ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Will report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy
- Will seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.



#### **4 Definition of Bullying**

- Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people.
- It is usually unprovoked.
- It happens again and again as part of a behaviour pattern.
- It always reflects an abuse of power.

4.1 Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

4.2 Bullying can happen to anyone. This policy covers all types of bullying including:

- Race, religion or culture
- Special educational needs
- Appearance or health conditions
- Sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

Chenies School is aware that it is possible that the bully may be an adult and will impose appropriate sanctions and if necessary follow safeguarding procedures where this is the case.

#### **5 Roles**

##### **5.1 Staff**

We expect staff to:

- Provide children with a framework of behaviour including class rules which supports the whole school policy
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere
- Provide pupils with a good role model
- Raise awareness of bullying through stories, role-play, discussion, peer support, pupil/student council, PSCHE, RE and Citizenship
- Through the Headteacher, keep the Governing Body well informed regarding issues concerning behaviour management
- Work with our nominated anti-bullying lead staff member so that the anti-bullying policy can be properly enforced and monitored
- Regularly canvas views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools

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- Publicise the details of help lines and websites
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have

## 5.2 Parents/Carers

We expect that parents/carers will:

- Understand and engage with everything that is being done to make sure their child enjoys and is safe at school

We will ensure parents/carers:

- Know who to contact if they are worried about bullying including our complaints procedure
- Feel confident that everything is being done to make sure their child/children is/are happy and feel safe at school
- Are informed about and fully involved in all aspect of their child's behaviour

We will work with parents/carers to address issues beyond the school gates that give rise to bullying.

## 5.3 Governors

We expect that Governors will:

- Support the Headteacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

## 6 Strategies for preventing bullying

- Pupils are involved in reviewing the behaviour and anti – bullying policies.
- Star Rules and the Chenies Creed underpin life and attitudes at school.
- Pupils develop an awareness of how their behaviour affects others through the PSHE curriculum and circle times are used to solve problems relating directly to the class.
- Assemblies are used to remind children how to behave, celebrate positive attitudes and utilise a Star Rule as a theme for assemblies during any one week.
- Teamwork and co-operation is encouraged within and outside the curriculum.

## 7 Reporting and responding to bullying

Any incident of bullying should be reported to the class teacher, either by staff, pupils or parents. The report will be listened to and taken seriously. The teacher will then investigate the incident fully. The following steps will be used to deal with the situation.

1. Talk to the bullied pupil, discussing his/her feelings and establish who is involved.



2. Talk to the pupil/pupils involved, explain the problem and how the bullied pupil is feeling, do not allocate blame to anyone. Ask the pupil/s to explain their actions.
3. State clearly that you know the group/ individual is responsible and can do something about it. Discuss strategies to resolve the problem.
4. Arrange a follow up meeting to discuss how the strategies have worked, monitor the situation with the bullied pupil.
5. Parents will be notified of incidents.
6. If the situation is not resolved the teacher, pupil or parent will talk to the Headteacher.

## **8 Personal development and pastoral guidance**

8.1 All members of the school community have a responsibility to support this policy. Pupils need to be encouraged to talk to parents and teachers if they feel they are being bullied.

8.2 If you think you are being bullied:

- be firm and clear and tell them to stop;
- walk away from the situation;
- tell a member of staff;
- keep on telling until you feel safe;
- talk to a trusted adult at home.

8.3 Parents need to take the situation seriously and report the incident to school at the earliest opportunity. Teachers are responsible for investigating any incidents following the steps outlined above.

## **9 Implementation, maintenance, monitoring and review**

9.1 Each term the children are reminded of the school policy and procedures through assemblies. Children as well as staff are included in its review. A copy of this policy is included in the new pupil handbook. A record is kept of all reported incidents of bullying, discussions with pupils, staff and parents (see yellow behaviour book). Incidents are monitored closely to ensure that action taken has been successful. Governors have the responsibility to review the anti – bullying regularly.

9.2 We will formerly review this policy every year as well as if incidents occur that suggest the need for review. The student council reviews the anti-bullying policy effectiveness annually. Parents/carers will be involved in policy review and monitoring via the school's anti-bullying working party.

9.3 Trends and strategies are analysed by the nominated member of staff responsible for anti-bullying for inclusion in the Headteacher's Annual Report to Governing Body on Safeguarding Children and are reported termly to Governors.



**10 Approved**

Head Teacher

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

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

Governing Body

Printed Name: \_\_\_\_\_

Signature: \_\_\_\_\_

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