



*As a community, including children, staff, parents and governors, we seek to encourage the faith and educational journey of all our members.*

*We exist to identify the spiritual, academic, physical and professional needs of the children and staff, enabling them to affirm, support and develop each other in the spirit of Jesus.*

*We believe especially that our education must be broad and life-changing, enabling all the children to develop to their fullest potential so they may influence both the world of today and the world of tomorrow.*

## ANTI-BULLYING POLICY AND GUIDELINES

### AIMS

We aim to create a secure, fair environment where enjoyment of school, self-esteem and respect can be found. Through a broad, balanced curriculum we attempt to develop our school as a caring community where everyone is valued. We aim to listen and support one another with care and understanding.

To ensure that all pupils are aware of the need to report incidents of bullying

To ensure that all pupils are aware that bullying behaviour of any kind is unacceptable

To minimise the amount and degree of bullying taking place in the school

To respond to any incidents immediately in a structured, caring way, which supports both the bully and the victim.

To aim to stop the bullying behaviour as soon as possible

To emphasise that our Christian Community cares about the issue of bullying and that pupils must talk to any staff members about it

To help a "bully" learn how to control their aggression and to care more for the feelings of others.

### DEFINITIONS

*Bullying* is defined as any form of repeated or prolonged verbal or physical abuse which is intended to cause distress to its victim, whether or not it succeeds. A one-off incident of nastiness is not deemed to be bullying. The action by the "bully" is often planned or premeditated and it is exercised through the use of power. Types of Bullying Include:-

- Physical harm
- Threat of physical harm
- Nasty name calling or teasing
- Extortion, demand for money or favours

- Exclusion, deliberately leaving someone out

## **BULLYING**

It is estimated that between 10 and 25% of all school children are directly affected by bullying, either as victims or bullies. It is a problem which affects all schools.

Bullying happens when a person is subjected to repeated aggressive acts over a period of time by another person or persons. It can involve physical or verbal attacks, name calling, malicious gossip, damaging or stealing the property of the victim, or coercing the victim into acts which they do not wish to do.

## **PREVENTATIVE MEASURES**

- We have a No Bullying Pledge in every classroom and to parents
- emphasising to children that they can talk in confidence to any staff members
- listening to children who feel they are victims
- SEAL (Social Emotional Aspects of Learning) whole school/class assembly
- Topics dealt with in RE, PSHE, Circle Time activities
- Drama and Role Play
- School Rules adhered to, discussed and on display around school
- Reward systems to promote good behaviour
- Staff set a good example
- School Christian ethos

## **GUIDELINES FOR ANTI-BULLYING ACTION:-**

- take action as quickly as possible,
- think hard about whether your action needs to be private or public
- encourage the bully to see the victim's point of view,
- dealing effectively and quickly with complaints
- supporting victims for as long as is necessary after the event
- informing parents of bullies and victims so school/home can work together

## **REPORTING BULLYING**

Clear effective reporting methods are needed. Pupils are encouraged to talk about and write about the school and their views about bullying. This provides useful information about the extent of bullying and where it takes place.

Pupils can put their incident or problem in writing onto a sheet called "Have you got a problem?" which is found in every classroom. This can then be handed to the child's teacher or any adult. Or it could be left on a teacher's desk.

At any time, pupils are encouraged to come and tell any adult, to talk through what or who has upset them.

Staff report incidents by using the school's Child Protection Online Monitoring System (CPOMS) under the heading of bullying.

## RESPONDING TO BULLYING

We will seek to speak to the victim as soon as a problem has been highlighted. The children may well talk to the class teacher, Deputy Head or Headteacher. Once it has been established what has happened and who it involves an Incident Report form needs to be filled in. All actions/discussions/meetings will be noted on this form. Also all future incidents will also be logged on the same form.

Once we have established that there has been some element of bullying amongst some children in a class, we will send home a generic letter "Awareness of Bullying" to all parents of that class to indicate that there has been some bullying in the class. It will remind parents to talk to their children about how they behave, our No Bullying Pledge and how to treat other children.

### SANCTIONS:

We aim to use a variety of strategies depending on the context, situation and seriousness of the incident. There are many factors to consider. These are some of the strategies we will use:

#### **"No Blame Approach"**

This is a tried and tested reactive approach which is a helpful and safe intervention. It improves the relationships between young people and adults who work with them. The main purpose of using this approach is to stop the bullying and not to automatically punish the bully. It has been said that in some cases punishment of the bully will deter the victim from coming forwards for fear of reprisals. This method encourages disclosure and positively works with the bullies

The victim writes down their feelings or draws a picture. Then a circle time meeting is arranged with the bully and "sidekicks" and a group of sensible, strong role models. It is explained to the group that a member of the class is unhappy and their feelings are read out to them or shown via the picture. The Teacher then prompts a discussion as to what we can do to help the person. Start with a good role model. Record down their ideas. If the "bully" can't think of an answer then suggest that they leave the person alone. There will then be consecutive meetings to discuss and update the following week and if needed the third week as well. Whilst this is happening there will be on-going talks to the victim in order to support them and to see what progress has been made.

Children may well be asked to apologise or write letters of apology to the victim.

The bully and the victim could be asked to meet together to discuss the incident, what has been done and the effects of what has happened. This is a restorative justice and is particularly effective.

Parents may need to be contacted and can be asked to attend a meeting with staff to further discuss further outcomes.

All Sanctions are listed in more detail in the Bullying Disciplinary Guidelines chart.

**This policy is currently under review by the governing body**

	Example of Bullying	Suggested Possible Action to be Taken
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Less Serious	<p>The incident is a genuine example of bullying It forms part of a pattern of deliberate and hurtful behaviour towards the victim It is however, the first formal complaint made about the bully.</p>	<p>By Class Teacher:</p> <ul style="list-style-type: none"> <li>• Record details about the incident and views on CPOMS.</li> <li>• A decision made as to whether the No Blame Approach can be used.</li> <li>• Bully &amp; Victim to discuss both views and effects.</li> <li>• Written Apology made.</li> <li>• Generic letter sent to class.</li> <li>• Speak to parents or blue letter.</li> </ul>
More Serious	<p>The first formal complaint of the victim BUT there are aggravating characteristics such as physical violence or damage, vicious verbal abuse or organised isolation It is the first formal complaint made by the victim against this bully BUT the bully has been involved in previous bullying incidents. It is not the first formal complaint made by the victim against the bully</p>	<p>By Deputy Head or Headteacher:</p> <ul style="list-style-type: none"> <li>• Record views on CPOMS and further incidents logged.</li> <li>• Bully &amp; Victim to discuss both views and effects.</li> <li>• Another blue letter sent home and arrange a meeting to discuss concerns with parents.</li> <li>• Sanctions can also include loss of playtime or dinnertime/ placed on daily-report for one week.</li> <li>• Child to sign a Pupil Contract.</li> </ul>
Very Serious	<p>The bully continues to inflict hurt on the victim Attempts through the usual school sanctions noted above has been unsuccessful</p>	<p>By Headteacher:</p> <ul style="list-style-type: none"> <li>• HT should be involved immediately if restraint is required.</li> <li>• Parents to be contacted as soon as possible.</li> <li>• Possibility of fixed term exclusion by Headteacher.</li> <li>• School may seek advice from external agencies.</li> <li>• School will place child on SEN Code of Practice at School Support.</li> </ul>
Extreme Cases	<p>Every reasonable effort has been made through school sanctions and counselling to alter the bully's behaviour. It has been unsuccessful.</p>	<p>By Headteacher:</p> <ul style="list-style-type: none"> <li>• Probable fixed term exclusion.</li> <li>• Child sent home with work Permanent exclusion after further similar incidents</li> <li>• Report to governors/LA after exclusion whether fixed or permanent.</li> </ul>

**Staff Checklist for reporting incident on CPOMS:**

Which children were involved?

How it was the incident reported to us?

Summary of what has initially been established from the victim

Summary from discussion with bully

Information from other sources (children or parents)

Agreed Sanctions or Future Plan of action

Parents contacted/viewpoint

Final Outcome

## **No Bullying Pledge**

**We will play with those who are easily left out**

**We will not bully other people**

**We will not tolerate bullying**

**We will say "Stop it" if we see bullying**

**We will get an adult to intervene**

**We will help to see that it ends**