

ST.CHRISTOPHER'S CE PRIMARY SCHOOL ANTI-BULLYING POLICY

RATIONALE

Our school is a place where children can learn and grow together in a multi- cultural community, sharing our core values of love, courage and belonging.

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everyone in our school is equal and treats each other with respect and kindness.

AIMS AND PURPOSE OF POLICY

***To define bullying**

***Measures in place to inform and help prevent bullying**

***What to do if an incidence of bullying occurs**

***What the school's response will be if bullying occurs**

Bullying and discrimination of any kind is unacceptable and will not be tolerated in our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority.

We actively promote values of respect and equality and celebrate diversity.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

DEFINITION OF BULLYING

Bullying is a conscious, deliberate, REPEATED, hurtful and unkind behaviour.

Bullying can be carried out by an individual or group of people towards an individual or group and there is an imbalance of power.

The nature of bullying can be:

PHYSICAL: This involves hurting a person's body or possessions. This can be through hitting, kicking, pinching, spitting, tripping, pushing or making rude hand gestures

VERBAL: This is saying rude or hurtful things. It includes teasing, name-calling, inappropriate personal comments or threatening to cause harm to the other person or their family and friends.

SOCIAL: Sometimes referred to as relational bullying, this involves hurting someone's reputation or relationships. It includes leaving someone out on purpose, telling other

children not to be friends with someone, spreading rumours about someone or embarrassing someone deliberately in public.

CYBER: This is a form of bullying that takes place using electronic devices such as mobile phones, tablets and computers. It includes sending mean texts, posting rude comments on social media, prank calls or sending embarrassing photos of the person to other people.

BULLYING CAN BE BASED ON ANY OF THE FOLLOWING THINGS:

RACE (bullying because of your race, colour, culture)

RELIGION or BELIEF (bullying because you believe something different from someone else)

CULTURE or CLASS (bullying because you seem to come from a richer or poorer family)

GENDER (sexist bullying because you are a boy or girl)

SEXUAL ORIENTATION (bullying because of your emotional, romantic and/or sexual orientation to another person)

GENDER IDENTITY (bullying because of your internal sense of being a boy, girl or gender neutral)

SPECIAL EDUCATIONAL NEEDS (bullying because you have trouble learning, are very keen to learn or have a different style of learning)

PHYSICAL DISABILITY (bullying because your body is different from others in some way)

APPEARANCE OR HEALTH CONDITION (bullying because of a health problem or how you look)

REALATED TO HOME OR OTHER ISSUES (bullying because of something happening in your family or to you personally)

REPORTING BULLYING

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied they are encouraged not to retaliate.

Bullying can be reported by the person being bullied, a bystander, a friend or member of the family. It is best to tell the child's class teacher about any bullying but any trusted adult in the school can be told and also the school's anti-bullying ambassadors or playground buddies.

Bullying can also be reported anonymously through the school's 'worry box'.

Children can also call ChildLine to speak with someone in confidence on 08001111

REPORTING- ROLES AND RESPONSIBILITIES

STAFF: All school staff, both teaching and non-teaching, have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. They can also report an incident to anyone on the Senior Leadership Team or to the anti-bullying lead in the school.

PARENTS AND CARERS: Parents and carers should be aware that a lack of concentration, showing signs of distress, a reluctance to go to school, feigning illness or any unusual change of behaviour could be caused by their child being bullied. They should try talking to their child about this but can also talk to the class teacher if they are concerned.

BYSTANDERS: Anyone who witnesses someone being bullied, whether adult or child, is a bystander. As such, if you feel you can, you should tell the person bullying to stop at the time that it is happening. If they refuse, you should inform a teacher.

RESPONDING TO BULLYING

When an incident of bullying is reported, the adult will firstly listen to the child and reassure them. If this is a repeated behaviour and falls within the definition of bullying the following steps will be taken.

1/The child will be reassured that they have done the right thing by reporting the matter and that they will be taken seriously. After they have reported an incident of bullying the school will make sure the child feels safe and has a friend or adult with them. They will be reassured that being bullied is not their fault and it is never alright.

2/Details of the incident will be recorded on an 'Incident Report' form and also recorded in the schools central record of incidents. Designated school staff will monitor these records analysing and evaluating the results which will also be passed on to the school governors.

3/The child or children carrying out the bullying will be spoken to separately in such a way that it is the behaviour that is seen as bad and not the child/children themselves.

4/The class teacher will be informed about the incident and, if appropriate, so will the Head Teacher or Deputy Head.

5/The parents of a child who has been bullied will be informed about what has been happening and will be told what steps the school is putting into place to prevent further bullying.

6/Staff will be informed about what has been happening and regular support will be given to the child who was bullied.

7/If appropriate, the parents/carers of the child doing the bullying will be told verbally about what has been happening and can discuss what the consequences of their child's behaviour will be. Notes will be made at this meeting.

8/Help and support will be offered to the child carrying out the bullying and their behaviour will be regularly monitored by staff.

9/ Action taken following bullying behaviour should be appropriate and should reflect the need to protect other children from harm. Each case will be different but sanctions may include internal exclusion at break times and careful monitoring of behaviour in class and outside.

A pastoral support programme may be put in place to aid reintegration and promote positive interaction.

10/If appropriate, a restorative meeting may be arranged between the children involved at a later date.

DEALING WITH PARENTAL/CARER CONCERNS ABOUT BULLYING

Parental/carer concerns will be taken seriously and referred to the class teacher or senior management. Parental/carer concerns will be noted using an 'interview record' sheet which will be shown to all concerned. It will be noted whether the complaint being brought is informal or whether a formal complaint is being made. If it is the later then the complaint will need to be put in writing.

It will be discussed whether this incident falls within the definition of bullying and strategies will be put in place to help support the child as stated in this policy.

A review meeting will be arranged to review the situation.

The Head Teacher or Deputy will be informed and records kept as outlined in this policy.

BULLYING OUTSIDE OF SCHOOL

Bullying is unacceptable whether it takes place inside or outside of school. Bullying can take place at home, on the way to and from school, at the weekends, during holidays or in the wider community. Cyber bullying can impact on pupils' well-being anytime, anywhere. Staff, parents/carers and pupils must be vigilant to bullying outside of school and report incidents as outlined in this policy.

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. All prejudice-based incidents are taken seriously, recorded and monitored in school, with the Head Teacher 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 INITIATIVES TO PREVENT AND TACKLE BULLYING

We use a range of measures to prevent and tackle bullying including:

1/A child- friendly anti-bullying booklet displayed in each class so children can refer to it at any time, explaining what bullying behaviour is, what to do if you are bullied and what the school will do.

2/School assemblies to help raise pupils' awareness of bullying and derogatory language.

3/The PSHE programme helps teach children about accepting people as they are, celebrating diversity and what they can do to respond to and prevent bullying.

4/School values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.

5/Stereotypes are challenged by staff and pupils across the school.

6/Difference and diversity are celebrated through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week, Black History Month and LGBT History Month

7/The school has trained anti-bullying ambassadors who help promote anti-bullying and equality.

8/Trained buddies help monitor lunchtime play and offer support to all pupils especially those who have been bullied or who struggle with lunchtimes.

9/A 'Worry Box' is available for children to use at all times.

10/Lunch time quiet space is offered to some children who have difficulty playing outside and sometimes need a quieter, more controlled environment.

11/Pastoral interventions are put in place for children who need help learning how to play in a positive way with other children.

12/Parents/ carers are asked for their input into tackling bullying and all parents are invited to sign the Anti-Bullying Agreement in their child's class

13/All parents/carers are offered the chance to buy a booklet designed to inform them about bullying from a family perspective.

14/Pupils are involved in designing the anti-bullying agreement, booklet and putting together ideas for the school anti-bullying policy.

TRAINING

The Head teacher is responsible for ensuring that all staff, both teaching and non-teaching receive regular training on all aspects of the anti-bullying policy.

MONITORING AND REVIEWING

The Head Teacher is responsible for reporting to the governing body on how policy is being enforced and upheld and Governors are responsible for monitoring the effectiveness of the policy.

The policy is reviewed regularly in consultation with the whole school community including staff, pupils, parents/carers and governors.

The school welcomes any ideas and comments from anyone who participates in the life of the school.

Policy adopted and agreed by Performance and Standards Committee: Jan 2018

Policy to be reviewed: Jan 2019