

Our Anti-Bullying Policy

St Mary's Thorncombe Church of England VC Primary School



Leviticus 19:18 “You shall not take vengeance or bear a grudge against the sons of your own people, but you shall love your neighbour as yourself”.

Our Anti-Bullying Champion is **Mrs Robinson**

Date issued: **15.11.2017**

Date to be reviewed: **15.11.2018**

Roles and responsibilities

The Anti-Bullying Champion will:

- Ensure all staff follow and uphold the policy to promote the safety and wellbeing of pupils
- review the progress the organisation is making in relation to the anti-bullying agenda

All adult staff at St Mary's will:

- report to class teachers of pupils
- be vigilant of the signs
- play an active role in measures against including model appropriate, respectful behaviour
- LISTEN TO, reassure and support children who have experienced bullying

Parents and Carers: will:

- Look out for signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour.
- Encourage their child not to retaliate
- Support and encourage them to report it
- Report directly to the school on their behalf by email, phone, in person to any member of staff.

Children here will:

- Not take part in bullying
- Watch out for signs of bullying among peers
- Never be bystanders of incidents
- embrace our culture that respects difference
- support children who have experienced bullying behaviours

- encourage them to tell an adult or do so on their behalf
- model appropriate, respectful behaviour

Our Governors are responsible for monitoring the above.

Aims and objectives

Bullying of any kind is unacceptable and will not be tolerated at our school. The safety and well-being of pupils and staff is a key priority. It is our duty as a whole school community to take measures to prevent and tackle bullying, harassment or discrimination.

We actively promote Christian values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and prepare them for life in modern Britain. These values reflect those expected in society, when they enter secondary school and beyond in the world of work.

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

The aims and objectives of this policy maintain;

- a culture of respect where difference is valued
- a system of support for children who have been bullied
- a system of clear, fair and consistent responses to incidences of bullying

Related policies:

- Behaviour for Learning policy
- Single equality policy
- E-safety and acceptable use policy
- Staff code of conduct policy
- Safeguarding and confidentiality policies
- Whistleblowing policy

Our children here said the purpose of our policy is;

- **To stop bullying happening**
- **To keep everyone safe**
- **To help prevent bullying**
- **To stop people being hurt inside and outside**

Defining bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group towards an individual or a group.

SEVERAL TIMES ON PURPOSE

The Nature of bullying can be:

- **PHYSICAL** (Hitting/punching, kicking or saying you are going to hurt someone or touching someone when they don't want you to)
- **ATTACKING PROPERTY** (Damaging, stealing or hiding someone's possessions)
- **VERBAL** (Calling someone names, teasing, using rude language or saying nasty things about someone to them or to other people, spreading rumours, threatening or using derogatory or offensive language)
- **PSYCHOLOGICAL** (deliberately excluding or ignoring)
- **CYBER** (Sending hurtful or unkind texts, emails or other social media to someone or about someone)

Bullying can be based on:

- Race (colour of skin or which country someone is from)
- Religion or belief
- Family, culture or class
- Sexual orientation (Homophobic or biphobic bullying)
- Gender identity (Transphobic bullying)
- Special educational needs or disability
- Appearance or health conditions
- Related to home or other personal situation

Our pupils defined bullying as;

- **Kicking, punching, hitting**
- **Threatening someone**
- **Cyber bullying**
- **Being racist, sexist or unkind**
- **Being mean, using unkind words**
- **Bullying happens more than one time**
- **Using negative bad language**

Reporting bullying

The United Kingdom signed the United Nations Convention on the Rights of a Child in April 1990. These rights are described in the following extract from the United Nations Children's Fund (UNICEF) website:

"...basic human rights that children everywhere have: the right to survival; to develop to the fullest; to protection from harmful influences, abuse and exploitation; and to participate fully in family, cultural and social life. The four core principals of the Convention are non-discrimination; devotion to the best interests of the child; the right to life, survival and development; and respect for the views of the child."
(UNICEF, 2010 website)

Pupils who are being bullied are encouraged not to retaliate but to tell someone they trust such as a friend, family member or trusted adult. They are also encouraged to report incidents in school by:

- Reporting to a teacher (any)
- Tell a friend or school council member who can in turn tell an adult
- Tell any other adult in school (lunchtime supervisor etc)
- Tell an adult at home
- Report anonymously through our worry box
- Call Childline to speak with someone in confidence on 0800 1111

Our pupils said bullying could be reported by:

- **Tell an adult, at home or at school**
- **Put it in the worry box (which is in the corridor)**
- **Call childline on 0800 11 11**

Responding to bullying:

If our young children are bullied they want:

- **Support to feel safe**
- **Someone to listen to my worry**
- **Help to stop the bullying from happening**
- **An adult to talk to the person showing the bullying behaviour**
- **The bully's parents to make it stop**

We will address each incident of bullying individually and appropriately. This will include:

- Recording the incident in the class behaviour log. The head will monitor these termly and report back to the FGB each term.
- Listening to the child young person who has been bullied and agree the type of support they feel they need - the adult will liaise with the class teacher and this will often involve an action plan so they are made to feel safe and understand the bullying is not their fault. Action plans will involve playground monitoring and buddy systems.
- Listening to the child young person who has bullied and agree the type of support they need – this will often involve an action plan
- Staff will decide whether to inform parents/carers and where necessary will involve them in any plans of action
- Staff will assess whether any other authorities (such as the police) need to be involved, particularly where incidents happen outside school

Bullying Outside of School

Bullying can take on the way to or from school, before or after school hours, at the weekends or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. All stake holders must be vigilant to bullying outside of school and report and respond accordingly as outlined in this policy.

Derogatory Language

This type of language will be monitored by recording it in class behaviour logs. It will be challenged by staff and these logs will be monitored by the head each term. Follow up actions and sanctions will be taken for pupils and staff found using such language.

Prejudice Based Incidents

This is a one-off incident of unkind/hurtful behaviour motivated by prejudiced attitudes, beliefs or views towards a protected characteristic or minority group. It can have a significant impact on targeted individuals or groups. They are taken seriously and recorded/monitored in school.

Child Protection

The Children Act 1989 says a bullying incident should be addressed as a child protection concern when there is “reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm”. Where this is the case, this will be reported to Children’s Services Social Care.

School Initiatives to Prevent Bullying

Our range of measures to prevent bullying in the first place are:

- The Christian values are embedded across the curriculum to ensure it is inclusive and encourage equality and respect
- A child friendly anti-bullying policy (the information leaflet) as this ensures they understand and uphold the policy
- The ‘Jigsaw’ PHSE programme of study includes lessons to help children understand different types of bullying and how they can respond and prevent it
- School assemblies help raise pupils’ awareness of bullying and derogatory language
- Difference and diversity are celebrated across the school through displays, books and images. We participate in National Anti-bullying week, Family Day (LGBT focus) and Black History month.
- Stereotypes are challenged by staff and pupils across the school
- Playground leaders/buddies offer support as well as school councillors
- Action plans and simple restorative justice measures provide support to targets of bullies as well as those showing bullying behaviour
- Pupil surveys (annually) help us review the impact of the school’s work
- We aim to foster good relations with families to enable a working partnership to address incidents

Training, Monitoring and Reviewing

The headteacher is responsible for ensuring all adults who work in school receive appropriate training and updates on aspects of the anti-bullying policy.

The headteacher is responsible for monitoring and reporting to the FGB how the policy is enforced and upheld via the termly report. The governors in turn are responsible for monitoring the effectiveness of the policy via the report and in-school monitoring such as learning walks and focus pupil group discussions.