



To believe, to achieve, to succeed – together

Anti-Bullying Policy

Signed by Chair of Governors:

Date Governors Approved:

Date of Review:

Our Mission Statement is:

'To enjoy school, achieve our best and lay the foundations for life long independent learning.'

We do this by:

- Having high expectations of academic achievement and behaviour by continually challenging monitoring and raising standards in order to evaluate the needs of individual pupils
- By continually enhancing our unique site so that we provide a healthy and safe environment which is happy, purposeful, encouraging yet stimulating and creatively structured
- Nurturing every one's emotional and spiritual development through Christian values and the positive caring ethos of the school
- Ensuring we develop self respect and an appreciation of the needs and views of others
- Providing a broad and balanced imaginative curriculum that promotes individual learning styles and develops reflective learners, independent and collaborative thinkers and decision makers
- Seeing all children as individuals, valuing their different strengths and achievements and equipping them to be successful in the modern world

- Developing and maintaining strong links and a shared vision with our families and local church and community networks
- Nurturing a positive relationship between home and school that ensures a strong learning partnership along side mutual respect
- Ensuring fairness and equality of opportunity for all in our inclusive learning environment so that all children have a positive experience of school life and their individual needs are met

Introduction

It is a Government requirement that all schools have an anti-bullying policy. In 2003 Ofsted published *Bullying: effective action in secondary schools*. This was followed by DfES guidance for schools under two headings: *Don't Suffer in Silence* and *Bullying – A Charter for Action*. This policy reflects this guidance.

DfES guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

Aims and objectives

Bullying can have serious negative consequences for children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Definitions

Bullying is defined as deliberately hurtful behaviour. It may be repeated low-level incidents, or one-off extreme incidents involving one or more aggressors. Bullying results in pain and distress to another.

Main types of bullying

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- Emotional being unfriendly, excluding, tormenting (eg hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any other use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focusing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber all areas of internet, such as email and internet chat room misuse; mis-use of mobile phones to threaten or intimidate by text messaging and calls

Objectives

- to ensure that all children, parents, staff and governors have an understanding of what bullying is
- to ensure that bullying is taken seriously by all members of the school community.
Children and parents should be assured that bullying will be dealt with effectively when it is reported
- to ensure that all children, parents and staff follow the school's procedures if bullying occurs

Signs and Symptoms

A child **may** indicate by signs of behaviour that s/he is being bullied. Adults should be

aware of these possible signs and that they should be investigated if a child:

- is frightened of walking to and from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins truanting
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens to run away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underachieve in school work
- has possessions go "missing"
- asks for money or starts to steal money (to give to bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong

These signs and behaviours could indicate other problems, but bullying should be

considered a possibility and investigated.

Procedures

- do not approach a child about a bullying incident; report bullying incidents to an adult. Class teacher must be informed.
- the bullying behaviour or threats of bullying must be investigated and stopped

quickly

- record incidents in the incident file in the headteacher's office
- the child/ren bullying are asked to make a genuine apology
- the school behaviour policy is followed to impose sanctions. In serious cases, internal or external exclusions will be considered
- staff will be immediately informed of any bullying incidents
- parents will be notified either by class teacher or headteacher
- if necessary and appropriate, police/community support officers will be consulted
- the school supports all children involved and aids reconciliation

Prevention

We work hard to prevent any forms of bullying. The following may be used:

- establish school rules which demonstrate caring behaviour, and ensure they are understood by all children
- PSHE teaching
- SEAL programme
- Circle time
- School council
- Assemblies
- Anti-bullying weeks – raising awareness

The role of governors

The governing body supports the headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

The role of the headteacher

It is the responsibility of the headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher and support staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place.

If teachers witness an act of bullying, they will either investigate it themselves or refer it to the headteacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.

All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.

The role of parents

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school Prospectus.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.

Each class has developed its own charter for conduct which is in line with the school's Behaviour Policy.

Monitoring and review

This policy is monitored on a day-to-day basis by the headteacher, who reports to Governors on request about the effectiveness of the policy.

This anti-bullying policy is the Governors' responsibility, and they review its effectiveness annually. The Headteacher reports to Governors any anti-bullying incidents and Governors monitor for patterns of people, places or groups. They look in particular for racist bullying or bullying directed at children with disabilities or special educational needs.

This policy will be reviewed in two years, or earlier if necessary.

Helpful Organisations

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Advisory Centre for Education (ACE) 0808 800 5793

www.ace-ed.org.uk

Kidscape parents helpline (Mon-Fri 10-4) 0845 1 205 204

www.kidscape.org.uk

Bullying Online 0808 800 2222

www.bullying.co.uk

Appendix 1