

Anti-Bullying Policy

Good people, doing well (*Titus 3:14*)

Statement of Our Belief:

It is the teachers' right to teach and a child's right to learn free from disruption and aggression. Children have a right to play without fear of violence, intimidation or aggression.

Our Definition:

The Anti-Bullying Alliance defines bullying as: *'The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or online.'*

We believe bullying is deliberate and persistent harassment or aggressive actions, which causes hurt to another. The hurt can be physical, emotional, racist, sexual or psychological; inflicted by one child or a group on another child or a group. It could include verbal abuse or threats, intimidating postures, looks and actions that cause fear and worry for other children. It may involve cyberbullying by the use of intimidating messages, online posts, photos or texts. It may also be prejudice-based or discriminatory. Single acts of aggression are not bullying.

Aims:

- To ensure that pupils know what is meant by bullying
- To prevent bullying from happening in school
- To deal with bullying swiftly when it occurs

We will actively foster a school atmosphere in which children feel self-confident and safe. Our main approach to bullying will be taught through personal and social development, which takes place in the curriculum and all aspects of school life including assemblies and circle time. Children will always be listened to and their problems will be taken seriously.

In particular:

- Pupils will be taught the difference between 'bothering' and 'bullying'.
- Pupils will be taught that bullying is unacceptable inside and outside school
- The pupils will be fully aware of the school rules which apply at all times in all areas of the school
- Cases of bullying will be seen as a breach of the school rules
- Teachers will take bullying seriously and investigate it thoroughly
- Teachers will be consistent in the way they deal with bullying
- Pupils will be encouraged to tell and teaching and non teaching staff will listen
- All staff will make efforts to supervise children carefully
- We will make every effort to provide a safe environment for children
- Teachers will teach children about the dangers of all forms of bullying including:

Physical – pushing, kicking, hitting

Verbal – name-calling, spreading rumours

Emotional – exclusion, isolation

Racist – racial taunts, graffiti, gestures

Sexual – unwanted physical contact, verbal abuse

Homophobic - physical or verbal abuse based on stereotyping sexual orientation, whether or not the target is gay

Cyber bullying - using technology to bully by text, setting up abusive websites, posting photos, misusing social networking sites and sexting

Differences – based on hair colour, body type, disability etc.

We will teach our children to use the acronym '**STOP**' in relation to bullying. This will help them to differentiate between bullying and an individual incident. We believe bullying is:

Several

Times

On

Purpose

When this occurs, we will encourage them to:

Start

Telling

Other

People

The adults will follow the procedures below once bullying has been identified in this way.

Procedures:

When bullying is alleged the following steps will occur in order until the issue is resolved: (The timescale will be determined by individual circumstances and the school will exercise discretion in each case).

All incidents, alleged or actual will be recorded on Arbor, under the 'Behaviour>Incidents' tab. Senior Leaders should be tagged into incidents so that they are automatically alerted. This will enable class teachers and leaders to identify patterns of behaviour swiftly enough to take action.

1. In the first instance a 'no blame' approach will be adopted.
Staff will counsel the children and classroom strategies (e.g. Circle Time) will be used. Children will be made fully aware of the Anti Bullying Policy.
Incidents between individuals will be addressed using Restorative Practice techniques.
2. If the matter is still not resolved, both sets of parents will be informed that issues have arisen. Their support will be requested in addressing and reducing bullying.
3. Should there still be a problem there will be a shift from a 'no blame' approach to one in which the perpetrator is clearly identified and both sets of parents will be more fully involved and informed, which may be in writing. The incident will be recorded on CPOMS. The Inclusive Education Service and other appropriate education services may be involved.
4. If issues persist, the bully will be suspended from school for a fixed period.
5. In extremely severe circumstances the Governors will consider permanent exclusion.

Even if matters arise that do not fall within the remit of this policy they will be taken seriously by the school and addressed appropriately.

Monitoring and Evaluation

The policy will be closely monitored by all staff.

Senior Leaders will be fully aware of all incidents and will keep all members informed at regular staff meetings.

The policy will be reviewed and evaluated every three years.

R Weights

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