



Anti-Bullying Policy

Last Reviewed: March 2018

Next Review date: March 2020

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents. It also takes into account the DfE statutory guidance “Keeping Children Safe in Education” 2016 and the Church of England report Valuing All God’s Children Autumn 2017

1. School statement on bullying

1.1 We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a caring, safe and nurturing environment. Bullying of any kind is unacceptable in our schools. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

2. Aims and purpose of the policy

To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.

- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school’s expectations and to foster a productive partnership that helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

3. What is Bullying?

3.1 Bullying is hurtful, unkind or threatening behaviour which is deliberate and which is repeated over and over again. Bullying can be carried out by an individual or a group of people towards another individual or group. If bullying happens, it harms the perpetrator, the target and the whole school community and its secure and happy environment.

3.2 The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional (e.g. excluding someone, spreading rumours, hiding belongings)
- Damage to personal property

3.3 Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances

3.4 Bullying causes unhappiness. No one deserves to be a victim of bullying. Pupils who are bullying need to learn different ways of behaviour.

4. Our School Ethos

4.1 At Temple Grafton Church of England Primary School we recognise that bullying can, especially if left unaddressed, have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our schools can help to create safe, environment, where pupils are able to learn and fulfil their potential.

4.2 In our school we:

- Monitor and review our anti-bullying policy and practice on a regular basis.
- Support staff to promote positive relationships to help prevent bullying.
- Recognise that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Ensure our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and abide by the anti-bullying policy.
- Require all members of the community to work with the school to uphold the anti-bullying policy.
- Report back to parents/carers regarding concerns on bullying, dealing promptly with complaints.
- Seek to learn from good anti-bullying practice elsewhere.
- Make use of support from the Local Authority and other relevant organisations when appropriate.

5. Responding to Bullying

5.1 The following steps may be taken when dealing with all incidents of bullying reported to the school:

- If a member of staff thinks a child is bullying this will be discussed with the child and all concerned.
- The Headteacher will be informed and, where appropriate, other staff members, and parents/carers.
- Appropriate support will be given to the child being bullied and staff will involve them in any decision-making, as appropriate.
- Appropriate guidance and support will be put in place to address the behaviour of the child who is carrying out the bullying
- Monitoring will be started by the child's class teacher.

5.2 Supporting pupils

Pupils who have been bullied will be supported by:

- Reassuring the child and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.

Pupils who have perpetrated the bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.

5.3 If anyone continues to bully further action, including sanctions, will be taken. Ultimately this may result in: -

- withdrawal of privileges such as after school activities
- a letter of apology being required
- spending an allocated period of time reflecting on their behaviour
- in serious cases, suspension or even exclusion will be considered

6. Preventing bullying

6.1 In our school we aim to use a range of strategies to prevent and tackle bullying including:

- Creating and supporting an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- Recognising that bullying can be perpetrated or experienced by any member of the community, including adults and children.
- Ensuring that collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Ensuring that pupils are given opportunities to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Openly discussing differences between people that could motivate bullying, such as: religion, ethnicity, disability, gender, sexuality or appearance related difference. Also children with different family situations, such as looked after children or those with caring responsibilities.
- Challenging practice and language which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Encouraging everyone to use technology, especially mobile phones and social media positively and responsibly.
- Working with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying. ○
- Celebrating success and achievements to promote and build a positive school ethos.

6.2 Our staff will;

- look out for children who hurt or upset others
- encourage children to share at work and play
- actively model respectful and considerate behaviour and attitudes
- listen carefully to all children
- use circle time to focus on bullying issues, provide regular opportunities to discuss issues that may arise in class and for teachers to target specific issues
- endeavour to stop any bullying quickly
- attempt to help the bully change his/her behaviour

6.3 Our children will:

- always follow our Golden Rules
- always say sorry when they hurt or upset anyone
- tell an adult if they see anyone hurting or upsetting anyone else
- have the opportunity to inform a teacher through the 'Worry Box'

6.4 Our parents will:

- encourage children to follow the Golden Rules
- support the school in promoting good behaviour
- inform the school immediately if they feel their child is being bullied
- support the school's actions based on the Anti-Bullying Policy

7. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school 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. Where the school is aware of incidents that happen outside of school, parents will be invited into school to discuss the problem and seek a solution

8. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

9. 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. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher 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.

10. Training

It is the responsibility of the Headteacher to be aware of the training needs of individual members of staff where Anti-Bullying is concerned and where priorities and finances permit, suitable courses will be offered. It may be appropriate, at times, to use staff meetings or INSET days to develop teaching and learning in PSHE Anti-Bullying.

11. Monitoring and Review of the policy

The headteacher is responsible for monitoring the policy on a day-to-day basis. This policy will be reviewed at least annually, and following any concerns and/or updates to national and local guidance or procedures