



## ANTI-BULLYING POLICY

### OUR VISION:

WE ARE COMMITTED TO THE CHRISTIAN ETHOS - EVERY CHILD IS SPECIAL IN THE EYES OF GOD AND WE TEACH THAT ALL PEOPLE SHOULD LOVE, CARE FOR AND RESPECT ONE ANOTHER AND OUR PLANET.

*It is our ambition that all our pupils use our 6 Christian values **Confidence, Resilience, Empathy, Forgiveness, Love** and to be **Reflective** to achieve our vision and mission.*

**'A New Commandment I give you, 'Love one another as I have loved you.' John 13:34**

It is from this Commandment and the teachings of Jesus that we teach our children 6 Christian values.

|                        |                                                                                      |
|------------------------|--------------------------------------------------------------------------------------|
| Recommended by:        | Principal                                                                            |
| Recommendation Date:   | 10 <sup>th</sup> July 2024                                                           |
| Ratified by:           | LAGB                                                                                 |
| Signed:                |  |
| Position on the Board: | Chair of LAGB                                                                        |
| Ratification date      | 10 <sup>th</sup> July 2024                                                           |
| Next Review:           | September 2025                                                                       |
| Policy Tier            | School                                                                               |

# Anti-Bullying Policy

Policies to be considered alongside this policy:  
Behaviour, Equal Opportunities, Online Safety

## Introduction

Bullying is action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.

It takes many forms and is carried out to a range of different degrees of intensity.

- Cyber bullying (See Thinkuknow website and Online Policy)
- Mobile phone bullying
- Physical (punched kicked hit, spat at etc)
- Prejudice based and discriminatory
- Verbal (name calling directed towards gender, ethnic origin, physical/social disability, personality, etc)
- Exclusion (being excluded from discussions/activities)
- Damage to Property or Theft (property damaged or stolen. Physical threats may be used by bully in order to hand over property to them)
- Sexual violence or harassment
- Sharing nudes or semi nudes
- Initiation /hazing type violence
- Child on Child abuse

## Aims and objectives.

Bullying is wrong and damages both the bully and the bullied. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable, although it is unlikely to be totally eradicated.

- We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.
- 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.
- Cyber-bullying is discouraged through Online policy. Children should not access Chat Rooms or the Internet without an adult being present. Children are not allowed to be in possession of mobile phones during the school day.

### **The role of governors**

The LAGB supports the Principal in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the LAGB does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The LAGB monitors the incidents of bullying that occur and reviews the effectiveness of the school policy every three years. Governors require staff to inform the Principal and keep accurate records of all incidents of bullying in the logbook in the Principal's Office. The Principal reports to the LAGB on request about the effectiveness of school anti-bullying strategies.

The LAGB responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the LAGB notifies the Principal and asks him/her to investigate the case and to report back to a representative of the LAGB.

### **The role of the Principal**

It is the responsibility of the Principal to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are given training on the school's anti bullying policy every two years and know how to deal with incidents of bullying and how to report them. The Principal reports to the LAGB about the effectiveness of the anti-bullying policy on request.

The Principal ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Principal draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Principal may decide to use assembly as a forum in which to discuss with other children why certain behaviour is wrong.

The Principal 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.

All incidents of bullying should be recorded and reported to Central Regions Schools Trust (CRST) by the Principal on the Bullying Incident Record in order that data can be monitored.

### **The role of the teacher**

Staff in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. The teacher keeps their own records of all incidents that happen in their class.

If teachers witness an act of bullying, they 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 Principal, the teacher informs the child's parents.

We keep an anti-bullying logbook in the Principal's office where we record all incidents of bullying, wherever they are witnessed.

If, as teachers, we become aware of any bullying taking place, we deal with the issue immediately. If a child has been bullied the Principal informs parents that their child has been bullied, giving the school three days to investigate it fully and report back. This may also involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying.

We will spend time talking to the child who has bullied: we will explain why the action of the child was wrong, and we will endeavour to help the child change their behaviour in future. If a child is repeatedly involved in bullying other children and recorded on the behaviour chart as part of the Behaviour Policy, we will inform the Principal. We will then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Principal may contact external support agencies such as the social services.

Teachers attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

As a school we realise the impacts that bullying can have on children's mental health. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. Class rules are established at the beginning of the school year which promote positive behaviour and agree class expectations. These rules are regularly referred to throughout the year. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

All classes engage in circle time as part of PSHE lessons where bullying may feature as one of the issues considered. A confidential worry box is available for children to write their incidents of bullying, and these are read by the school council and reported to a teacher.

A 'friendship stop' is available at playtimes and lunchtimes where children can stand if they feel lonely or are being bullied and a member of the school council will try and offer advice or refer it to an adult.

Where there are more worrying and more complex cases of a child who feels that they are being bullied we will refer this child to our Mental Health and Thrive lead. She and the pupils will endeavour to look at positive ways to build relationships and work on building friendships with the child and their peers. This will involve all parents and pupils concerned where deemed appropriate.

### **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.

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

### **Monitoring and review**

This policy is monitored by the Principal, who reports to the LAGB.

## Achieve, Aspire and Care for One Another!



The impact of the anti-bullying policy is the governors' responsibility, and they review its effectiveness regularly. They do this by discussion with the Principal both formally and informally.

This policy links to the following policies:

- Safeguarding and Child Protection
- SEND
- Behaviour
- Attendance Policy