



St. Wilfrid's Church of England Primary School

Anti-Bullying Policy

Our Christian Vision:

Our distinctive Christian vision is to follow Jesus' teaching, enabling all members of the school family to live and love fully. We aim for everything we do to be clearly reflected in our mission statement: **Love God, Love each other, Love learning.**

Let all that you do be done in love (1 Cor 16:14)

Date of Last review:

Headteacher signed: _____

Date: _____

Chair of governors signed: _____

Date: _____

Reviewed Jan 2020

January 2020

STATEMENT

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 loving and hospitable community.

Bullying in any form, by anyone, will not be tolerated at St. Wilfrid's primary School. We do not accept any form of behaviour which hurts, threatens or frightens any member of the school community. Everyone has the right to feel safe and happy in school and in the playground. We believe in eradicating bullying without victimising the bully. Victims will be confident that support will be given and action will be taken against bullies.

Aims and purpose of the policy

This Anti-Bullying Policy was developed in consultation with staff, pupils and governors and is reviewed annually. It is based on the following aims:

- 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 which 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.

Related policies

Keeping Children Safe in Education (KCSIE)

Camera and Image Policy

Staff Acceptable Use Policy

Pupil Acceptable Use Policy

Serious Incident Protocol Procedure document

Behaviour Policy

Child Protection Policy

Single Equalities Policy

On-line safety Policy

1. Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

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/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- 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
- Related to another vulnerable group of people

2. Reporting bullying

If a pupil feels they are being bullied they should report this as soon as possible. There are several ways they can do this:

Tell their class teacher

Tell another adult in school

Via the Worry Box/ On-line concerns box (this can be done anonymously)

Tell their parent/carer

Tell another pupil

Reporting – roles and responsibilities

- Staff

All staff have a duty to challenge bullying (including HBT bullying and language) report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

The Anti-Bullying Leads are:

C Weymouth

A Rowe

K Jackman

J Moss

- Senior staff

The Senior Leadership team and the head teacher have overall responsibility for ensuring that

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the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

- Parents/carers

Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying.

Parents/carers should report bullying to the school via the child's class teacher in the first instance and/or involve the Anti-bullying leads via the school office.

- Pupils

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

1. Staff will record the incidence of bullying on CPOMS electronic system and set up a behaviour log.
2. Designated school staff will monitor incident information recorded on CPOMS electronic system, analysing the results of behaviour logs.
3. Designated school staff will produce termly reports summarising the information which the headteacher will report to the governing body.
4. Support will be offered to the target of the bullying from the learning mentor, **pastoral support worker**, class teacher, buddy system and through the use of restorative justice.
5. Staff will proactively respond to the bully who may require support from the learning mentor, **pastoral support worker**, class teacher, buddy system or through the use of restorative justice.
6. Staff will assess whether parents and carers need to be involved.
7. Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

4. 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. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

5. 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 on the behaviour log, and CPOMS. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language

using informal mechanisms such as a classroom log.

6. 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 antibullying interventions.

7. School strategies to prevent and tackle Bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and in ***loving each other*** ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying. **See Appendix 1**
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- PHSE and Circle Time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Pupil mentoring and nurture programmes offer support to all pupils.
- Restorative justice systems provide support to targets of bullying and those who show bullying behaviour.
- Pupils are involved in developing school-wide anti-bullying initiatives through consultation with groups, e.g through the On-line Safety Group, pupil questionnaires
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

8. Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, chaplains, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

9. Monitoring the policy

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The head teacher and anti-bullying leads are responsible for monitoring the policy on a day-to-day basis as well as being responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

10. Evaluating and reviewing

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.

St Wilfrid's CE Primary School

Anti-Bullying Policy (Pupil Version)



Our Mission Statement calls us to **Love each other** and this policy helps us to understand how we can do this every day:

We will always promote “good friendships”

- Provide a good role model; show care, politeness, respect and honesty.
- Teach and promote empathy and forgiveness.
- Discuss supportive relationships.
- Promote self-esteem, security, identity, belonging, purpose and competence.
- Help children to develop positive strategies and assertiveness.
- Refer to “caring”; raise awareness of how good it feels to care for others and how good it feels to be cared about.
- Reward positive behaviour.
- Explore feelings through role play and viewing bullying situations from both sides.
- Allow children to hear what other people feel and experience (e.g., “circle time”).
- Discuss friendships - who are our friends and why do we choose them?
- Encourage children to recognise their own qualities and help them identify good qualities in others.
- Teach children to listen, and listen to them attentively.
- Help children to be patient and to be reflective.
- Encourage children to look after their own property and to respect property of others.
- Help children to give and receive praise.
- Teach children to be helpful.
- Encourage peer support for all pupils.
- Personal and Social Education Assemblies.
- Timetable PSCE / PSED lessons.
- Encourage pupils to seek support from adults in school.

We will take action against bullying

Every adult at St Wilfrid's C of E Primary School is responsible for the welfare of the pupils.

Adults will:

- Take bullying seriously and investigate the facts of any incident.
- Support children who are being bullied.
- Encourage bullies to change their behaviour through guidance and support.
- Encourage children to "tell".
- Break up groups of bullies.
- Use positive peer pressure to encourage good, non-bullying behaviour.
- Meet with bullies and victims individually.
- Encourage co-operative working/play.
- Take an active interest in children's playtimes and watch for signs of distress.
- Promote a shared approach with parents/carers.

Children must:

- Tell yourself - "I don't deserve to be bullied".
- Try to show that you are not upset.
- Try being assertive - shout "go away" loudly, or walk quickly and confidently away.
- Get your friends to support you positively.
- Show that you and your friends disapprove.
- Talk to an adult.
- Show understanding and support to children who may be bullied.
- Be careful about teasing or personal remarks.
- Don't stand by and watch - tell an adult straight away. This could be in an anonymous way e.g. through the Bullying Concerns Box (including On Line Bullying).
- Remember, we are all individuals loved by God. We are all different and we should be allowed to be proud of it.

These are some ways we will deal with bullying:

- Allow appropriate "cooling off" time for pupils involved.
- Talk with the bullies and the bullied individually in confidence. It may then be appropriate to discuss behaviour together and obtain genuine apologies and forgiveness.
- If appropriate, allow bullies to hear the feelings of the bullied child.
- Ensure that all incidents of bullying and procedures to be followed are recorded in Class Behaviour Logs.
- Inform parents in combating bullying.
- In certain circumstances, sanctions will then be applied.
- Depending on the seriousness and/or frequency of the unacceptable behaviour, parents may be encouraged to take an active part in "target setting" in order to promote acceptable behaviour.
- Seek support from learning mentor

- Request guidance from other outside agencies.
- Monitor the situation until the problem is resolved.

These are some of the consequences for bullying behaviour:

- Withdrawal from playtime (which may involve writing a letter of apology).
- Withdrawal from representing the school.
- Withdrawal from favoured activities.
- Withdrawal of privileges.
- Exclusion from peers.
- Referral to Mrs Weymouth, Mrs Rowe or Mrs Jackman
- Exclusion from school.

On-Line Bullying

The On-Line Safety Group have agreed to take on the role of OLS Champions and will report any information/incidents of On-Line Bullying.

Incidents of on-line bullying will be dealt with according to the school's *Antibullying Policy*.

In the case of serious incidents, the *Responding to On-line Safety Incident/Escalation Procedure** document may be used as a framework for responding to cyberbullying.

On-line safety incidents will be reported to the Head Teacher (as Child Protection Officer and on-line safety champion) who will log incidents either advise on the appropriate action to be taken/take action to resolve the issue.

*See On Line Safety Policy for the Responding to *E-Safety Incident/Escalation Procedure document*

Monitoring and Review

This policy is monitored on a day-to-day basis by the Headteacher, who regularly reports to governors about the effectiveness of the policy.

This policy is reviewed annually.