

# Churchstanton Primary School Anti-bullying Policy



Approved by the Board of *Governors* of Churchstanton Primary School:

Chair of *Governors* .....

Date: .....

Proposed review date: .....

## **Aims:**

This policy outlines what Churchstanton Primary School will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

## **Our school community:**

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis.
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

## **What is bullying?**

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.

- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology -"cyberbullying"

### **Preventing, identifying and responding to bullying**

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all.
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others.
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of approaches such as through displays, assemblies, peer support and the school/student council.
- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents).
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring.
- Actively create "safe spaces" for vulnerable children and young people.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Work with other agencies and the wider school community to prevent and tackle concerns.

Celebrate success and achievements to promote and build a positive school ethos.

### Pupil Involvement

#### **At Churchstanton we:**

- Ensure that all pupils know how to express worries and anxieties about bullying.
- Ensure that children know to tell a member of staff straight away if they feel bullied.
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum.
- Participate in National Anti Bullying Week.
- Address bullying issues through our PSHE/SEAL curriculum
- Publicise the details of help lines and websites.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.
- Regularly ask children views about bullying in school.

#### **Parents and carers**

#### **Dealing with Incidents**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear and precise account of the incident will be recorded and given to the headteacher.
- The headteacher will speak to all concerned and will record the incident.
- Teachers will be kept informed.
- When responding to cyberbullying concerns the school will take all available steps to identify the bully and speak to those concerned.
- Where bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- Parents/carers will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned.
- If necessary and appropriate, the police or other local services will be consulted

#### **Supporting Pupils**

*Pupils who have been bullied will be supported by:*

- Offering an immediate opportunity to discuss the experience with their teacher or a member of the staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Reassuring the pupil and providing continuous support.
- Restoring self-esteem and confidence.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

*Pupils who have bullied will be helped by:*

- Discussing what happened and 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.
- If online, requesting content be removed and reporting account/content to service provider.
- Sanctioning in line with school behaviour/discipline policy. This may include removal or privileges or in extreme cases, fixed-term and permanent exclusions.

### **Supporting Adults**

*Adults (staff and parents) who have been bullied or affected will be supported by:*

- Offering an immediate opportunity to discuss the concern with the designed lead and/or a senior member of staff/headteacher.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience as appropriate.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the schools behaviour and discipline policy.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

*Adults (staff and parents) who have bullied will be helped by:*

- Discussing what happened with a senior member of staff and establishing the concern.
- Clarifying the schools official procedures for complaints or concerns.
- If online, requesting content be removed and if necessary reporting account/content to service provider.
- Instigating disciplinary, civil or legal action.

**We will:**

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats.

- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline.

This policy links with a number of other school policies, practices and action plans including:

Behaviour Policy

Complaints\_Policy

Safeguarding and Child Protection policy

E safety and Acceptable Use Policies

### Useful contacts:

Anti-Bullying Alliance (ABA) is a consortium of over 50 organisations all of which are working to reduce bullying and help schools develop strategies to manage it.

Website includes the ABA anti-bullying toolkit.

Tel: 0207 843 6315 [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Advisory Centre for Education provides a free advice line for parents.

Tel: 0808 800 5793 [www.ace-ed.org.uk](http://www.ace-ed.org.uk)

BBCi online is aimed at teachers and parents. The BBCi website contains resources and links that tackle issues around bullying.

[http://www.bbc.co.uk/schools/parents/life/health\\_happiness/health/bullying.shtml](http://www.bbc.co.uk/schools/parents/life/health_happiness/health/bullying.shtml)

Beatbullying has published anti-bullying toolkits for a range of professionals and resources for young people. Tel: 0208 771 3377 [www.beatbullying.org](http://www.beatbullying.org)

Childline is a free 24-hour helpline for children and provides other useful information about bullying to young people, parents and professionals.

Tel: 0800 1111 [www.childline.org.uk](http://www.childline.org.uk)

Children's Legal Centre operates a national advice line for parents. The service operates Monday to Friday, 9.30am-5.00pm. Tel: 0845 345 4345

[www.childrenslegalcentre.com](http://www.childrenslegalcentre.com)

Department for Children, Schools and Families website aims to show pupils, their families and teachers how to tackle bullying and contains ideas, practical techniques and case studies. [www.dcsf.gov.uk/bullying/](http://www.dcsf.gov.uk/bullying/)

The NSPCC has a website aimed at 12-16 year-olds at: [www.there4me.com](http://www.there4me.com) which gives advice about many issues including bullying.

Parentline Plus is a registered charity which offers support to parents whose child might be experiencing bullying. Helpline: 0808 800 2222 [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk)

Teachernet website has advice, guidance and resources for teachers and governors to tackle all forms of bullying, including homophobic bullying.

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/>