

This policy should be read in conjunction with:

- Governors' Statement of Behaviour Principles
- Whole School Behaviour Policy
- Keeping Children Safe in Education, September 2019

Feeling safe and having friends is very important to all our pupils. We know that they feel sad if they are bullied and that this has a huge impact on their learning; as well as their emotional development and well-being. This policy outlines how we aim to combat this to ensure all children feel safe and secure in their relationships with others and have the best chance to succeed in all aspects of their lives. We believe every individual in our school has a duty to report an incident of bullying of any kind whether it happens to them or any other member of our school community.

Definition of Bullying

Bullying (also peer on peer abuse) is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. A bully is a person who hurts someone over and over again on purpose by saying or by doing unkind things. It can include: name-calling, isolation, hitting, kicking, theft, offensive remarks of any description (including racist, sexist or homophobic), threatening behaviour either face-to-face, online or via text.

Aims

- To keep all children, their families and staff safe and happy as they learn together in school;
- To promote the message that bullying is not tolerated in school and should not be accepted outside of school either;
- To ensure children and their families feel the school is a safe, secure environment for them to learn in and be part of;
- To provide positive, supportive and empowering environment that puts the social and emotional needs of the children at the centre of learning;
- To teach our children about the importance of happy, healthy relationships with others;
- To empower children with strategies to deal positively with conflicts, problems and any experience of bullying;
- To work positively towards everyone demonstrating our Christian Values of respect, endurance, peace, love, compassion, thankfulness, koinonia, service, truth and forgiveness;
- To establish a means of dealing with bullying; and of supporting pupils who have been bullied;
- To ensure that all pupils, staff and parents are aware of our policy and that they fulfil their obligations to it.

School Response to Bullying

All staff consistently follow school procedures to ensure that children and families receive the same message about bullying and how it is addressed in school.

Pupils and parents are encouraged to report bullying to any member of staff. Incidents are in the first instance referred to the pupils' class teacher/s to be investigated. All the children involved in the incident will be interviewed in order to ascertain whether it is a bullying issue. Pupil voice is extremely important as pupils are encouraged through various means to report any incidents of bullying behaviour which they encounter personally or become aware of. The incident is reported to the Headteacher and recorded on a Behaviour Incident Form and recorded as a bullying issue. Parents are informed and asked to meet with the Headteacher to decide on next steps based on the

procedures outlined in our Whole School Behaviour Policy and depending on the circumstances of the bullying incident in question.

Strategies to Reduce the risk of bullying in school

The aim of any anti-bullying intervention is to safeguard and support the victim, discipline and modify the behaviour of the bully with a view to prevent, de-escalate and stop further incidents of harmful behaviour.

Strategies include:

- ensuring there is a promotion of an open and honest anti-bullying ethos in school;
- investigating all allegations quickly and effectively;
- creating wide ranging opportunities to explore anti-bullying through the curriculum e.g PSHE programme, SEAL, circle time, RE, IT and Esafety;
- delivering assemblies and collective worship to highlight the issue of bullying and create a platform for staff to promote the anti-bullying message across school;
- participating in national events such as Anti-Bullying Week;
- using a wide-range of resources; such as posters, slogans and lesson plans from organisations such as Childline, NSPCC;
- providing opportunities for children's voice to be heard, to reflect on their feelings and talk openly to others;
- enabling issues to be discussed openly through class and school councils;
- effective supervision of all pupils at breaktimes and lunchtimes;
- clear and consistently upheld expectations for behaviour and uniform;
- home-School Agreement signed by parents;
- safeguarding, pupil welfare and behaviour a staff meeting weekly agenda item;
- on-going staff induction, training and updates.

Cyber-bullying

In cases where cyber-bullying occurs while pupils are outside our direct supervision, parents will be encouraged to report these incidents to the police as criminal laws (such as those pertaining to harassment, threatening and menacing communications). School will wherever possible support parents in this; and may impose a sanction upon the bully where this individual is recognisable.

This policy was agreed by the governing body on Thursday 14th November.
It is due for review every 3 years and by December 2021.

Signed: S Bishop 05.12.19