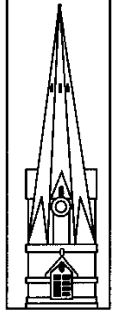


*Higher Walton C.E. Primary
School*



Anti-bullying Policy

“Life in all its fullness” (John 10 v 10)

Our anti-bullying policy is based upon our **school core Christian values of friendship and forgiveness, respect and responsibility, trust and tenacity**, along with wider Christian values of love, peace, reconciliation and justice.

MISSION STATEMENT

Higher Walton CE Primary School aims to celebrate everyone’s uniqueness, enabling our children to flourish and reach their true potential. We do this in a caring, supportive and stimulating environment, so that everyone has the very best opportunity to manifest, “Life in all its fullness” (John 10 v 10).

VISION

Our school vision is “Life in all its fullness” (John 10 v 10). Within this school each child is considered as a unique child of God. All members of our school family are welcomed into a safe and secure Christian environment where they are valued, included and accepted. Our Christian ethos promotes self-worth, self-respect and trust, so that everyone develops the confidence to ask questions, talk through problems and explore values and beliefs leading to responsible behaviour and citizenship.

AIMS AND PURPOSE OF THE POLICY

Our school will work with the Church, parents and carers, and other partners:

- 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 regular monitoring and reviewing the impact of our preventative measures

This policy should be read in conjunction with other school policies relating to behaviour, including Behaviour Policy, Equality Policy, Safeguarding, E-Safety Policy, PHSE, Equal Opportunities, SEND and Inclusion and Complaints Policy.

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, leaving the victim/s feeling defenceless.

The main types of bullying can be:

- Physical– eg hitting, kicking, pushing or inappropriate/unwanted physical contact
- Verbal– eg name calling, ridicule, comment
- Cyber – eg messaging, social media, email
- Sexual harassment and violence (see safeguarding policy)
- Emotional / indirect / segregation – eg excluding someone, spreading rumours

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs 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

REPORTING BULLYING

Our expectation is that pupils do not take part in any kind of bullying, and should watch out for signs of bullying amongst their peers. Pupils should never be bystanders to incidents of bullying, but should offer support to victims and encourage them to report incidents. Pupils should report any incidents of bullying to a member of staff or to a friend who will support them in reporting the incident to a member of staff.

All staff have a duty to safeguard, be vigilant to signs of bullying and play an active part in the school's efforts to ensure that Higher Walton promotes an anti-bullying ethos. If staff are made aware of bullying incidents, it should be reported and recorded on CPOMS, alerting the class teacher and both the Headteacher and Deputy Headteacher.

The Headteacher has overall responsibility for ensuring that 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. Mrs Clarke (Headteacher) and Mrs Noblet (Deputy) are the Lead Behaviour Professionals in school.

The school and parents will work in partnership to minimise bullying and support pupils. Parents who are concerned that their child is being bullied or may have been the perpetrator of bullying, should inform class teachers at the earliest opportunity. 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.

RESPONDING TO BULLYING

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

- Staff will record the bullying on CPOMS.
- Designated school staff will action CPOMS alerts as necessary.
- Designated school staff will summarise the information which the headteacher will report to the Governing Body.
- Support will be offered to the target of the bullying.
- Staff will proactively respond to the bully.
- Staff will assess whether parents and carers need to be involved.
- Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place out of school.

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 and 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.

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 on CPOMS, and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

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 attitude, belief 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 on CPOMS.

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 ensures that all members of our school community are revered and respected as members of a community where all are known and loved by God.
- PHSE programme of study including opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. E-Safety lessons also include opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- PHSE also provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.

- 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 opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own opinions.
- Stereotypes are challenged by staff and pupils across the school.
- Restorative justice systems providing support for targets of bullying and those who show bullying behaviour.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups (prefects, buddies, School Council, Ethos Group and Well-being Ambassadors)
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

TRAINING

The Headteacher and Deputy Headteacher are responsible for ensuring that all staff, receive regular training on all aspects of the Anti-bullying Policy.

MONITORING THE EFFECTIVENESS OF THIS POLICY

At Higher Walton CE Primary School, we will monitor the Anti-bullying Policy on a regular basis. The Headteacher is responsible for reporting to the Governing Body on how the policy is being enforced and upheld, via a termly report to the Achievements Committee. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed by the Achievements Committee of the governing body every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Policy reviewed and updated March 2024