



**HIGHER
WALTON
C. OF E. PRIMARY
SCHOOL**

**ANTI-
BULLYING
POLICY**

Higher Walton CE Primary School

Anti-bullying Policy 2019

*“As I have loved you, so you must love one another. By this all men will know that you are my disciples”
John 13 v 34-35*

MISSION STATEMENT

Higher Walton CE Primary School aims to raise standards within a caring, supportive and stimulating environment based upon an inclusive Christian ethos.

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, loved unconditionally. All members of our school family are welcomed into a safe and secure Christian environment where they are valued, included and accepted. 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.

Our Christian ethos will promote self-worth, self-respect and trust, so that everyone develops the confidence to ask questions, raise concerns and explore values and beliefs leading to responsible behaviour and citizenship. Our anti-bullying policy is based upon our school core Christian values of friendship and forgiveness, respect and responsibility, along with wider Christian values of love, peace, reconciliation and justice.

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, PHSE and Citizenship, Equal Opportunities, SEND and Inclusion.

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– eg hitting, kicking, pushing or inappropriate/unwanted physical contact
- Verbal– eg name calling, ridicule, comment
- Cyber – eg messaging, social media, email
- Emotional / indirect / segregation – eg excluding someone, spreading rumours
- Visual / written eg graffiti, gesture, wearing racist insignia

- Damaging others property/work
- 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 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** should 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 (teacher / teaching assistant) or to a friend who will support them in reporting the incident to a member of staff.

All staff have a duty to challenge bullying, report bullying, be vigilant to signs of bullying and play an active part in the school's efforts to combat bullying. If staff are made aware of bullying incidents, they should inform the class teacher of both victim and perpetrator, and the Deputy Headteacher.

The **Headteacher** and **Deputy Headteacher** have 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 Noblet (Deputy) is the Lead Behaviour Professional.

The school and parents will work in partnership to minimise bullying and support pupils. **Parents** should look out for any signs of bullying (eg distress, feigning illness, lack of concentration) and inform teachers at the earliest opportunity if they feel that their child is being bullied. Parents should encourage pupils to talk about events at school and to share their worries, and should support their child to report any incidents of bullying. On request parents will be given a copy of the school policy on anti-bullying and strategies for dealing with bullying.

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RESPONDING TO BULLYING

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

1. Staff will record the bullying on an incident reporting form
2. Designated school staff will monitor incident reporting forms and information recorded analysing the results
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 class teacher, peer mentor, buddy system or nurture lead
5. Staff will proactively respond to the bully who may require support from class teacher, peer mentor, buddy system or nurture lead
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 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 and monitored on the incident log, and 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.

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 and monitored in school, with the Headteacher regularly reporting incident 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 interventions.

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
- A pupil-friendly anti-bullying policy to ensure all pupils understand and know how to report bullying
- 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. IT also includes 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
- Targeted nurture groups and having an open approach and willingness to listen
- Stereotypes are challenged by staff and pupils across the school
- Buddy system of peer-mentoring offering support to all pupils
- 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)

- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate

TRAINING

The deputy headteacher is responsible for ensuring that all staff , including lunchtime staff, receive regular training on all aspects of the anti-bullying policy.

MONITORING THE EFFECTIVENESS OF THIS POLICY

The Lead Behaviour Professional (Mrs Noblet, Deputy Head) is responsible for monitoring the policy on a day-to-day basis. She is responsible for monitoring and analysing the recorded data on bullying. Any trends are noted and reported.

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 Ethos and Pupil Welfare committee. 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 focused discussions with staff and/or pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

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

Reviewed J Noblet January 2019

This document is managed by the Ethos and Welfare Committee and reviewed annually; last reviewed 8th February 2019