

Monkton Church of England Primary School

Anti Bullying Policy

Lead Person: Chris Marston

Policy Date: December 2022

Review Date: December 2025

Signatures:

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Chair of Governors Executive Headteacher



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**Monkton CHURCH OF ENGLAND PRIMARY SCHOOL**

 **‘Everyone is Special’**

Our school has a warm, Christian family ethos where our children thrive in a secure and happy atmosphere. They are fully supported and nurtured from when they join us until they leave our care.

**Monkton Primary School is a Church of England Primary School and our Christian values are at the heart of everything we do.**

* Compassion
* Friendship
* Forgiveness
* Justice
* Trust

**Every school policy is written with this in mind.**

***Our statement on bullying***

Our school has a warm, Christian family ethos where our children have the right to be themselves, to be included and to learn and thrive in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness. Our children are fully supported and nurtured from when they join us until they leave our care

***Aims and purpose of the policy***

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measure to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school’s approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

1. ***Definition of bullying***

Bullying is hurtful or unkind behaviour which is deliberate and repeated; it is an imbalance of power. Bullying can be carried out by an individual or a group of people towards an individual or group.

The **STOP** acronym can be applied to define bullying – **S**everal **T**imes **O**n **P**urpose.

The nature of bullying can be:

* **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
* **Attacking property** – such as damaging, stealing or hiding someone’s possessions.
* **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
* **Psychological** – such as deliberately excluding or ignoring people
* **Cyber** – such as using text, email or other social media to write or say hurtful things about someone. (please see our online safety policy)

Bullying can be based on any of the following things:

* **Race (racist bullying)**
* **Religion or belief**
* **Culture or class**
* **Gender (sexist bullying)**
* **Sexual orientation (homophobic or biphobic bullying)**
* **Gender identity (transphobic bullying)**
* **Special Educational Needs (SEN) or disability**
* **Appearance or health conditions**
* **Related to home or other personal situation**
* **Related to another vulnerable group of people**

**No form of bullying will be tolerated and all incidents will be taken seriously**.

1. ***Reporting bullying***

**PUPILS WHO ARE BEING BULLIED:** If a pupil is being bullied they are encourage to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

* Speak to the Pastoral Team.
* Report to a teacher/Mentor – their class teacher, or any other teacher
* Tell any other adult staff in school – such as lunchtime supervisors, Teaching Assistants or the school office
* Tell an adult at home
* Call ChildLink to speak with someone in confidence on 0800 1111

***Reporting – roles and responsibilities***

All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, cleaners) has a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school’s measure to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher who will look into the incident and complete an incident form (Appendix 1)

***PARENTS AND CARERS***: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning, and talking to the class teacher.

***PUPILS***: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

1. ***Responding to bullying***

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

* Staff will inform the Head of School of any bullying incident and they will investigate the incidents and complete an incident form (Appendix 1).
* The Head of School will monitor incident reporting forms and information analysing and evaluating the results
* The Head of School will summarising the information, which the Executive Head teacher will report to the governing body.
* Head of School/TA’s will offer support to the target of the bullying in discussion with the pupil’s class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. Action plans will make use of (school initiatives such as buddy systems and playground monitoring).
* Head of School/TA’s will pro-actively respond to the bully who may require support. They will discuss with the child’s class teacher to devise a plan of action.
* The Head of School/Class teacher will inform parents or carers and where necessary involve them in any plans of action.
1. **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 the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils’ well-being 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 as outlined in this policy.

1. **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 all staff and outcomes reported to the Head of School who will record and monitor. If appropriate, follow up actions and sanctions, will be given to pupils using any such language. Staff should also act on and report the casual use of derogatory language.

1. **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 Executive Head teacher/Head of School regularly reporting incidents to the Governing Body. This will not only ensure that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

1. **School initiatives to prevent and tackle bullying**

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

* A child-friendly anti-bullying policy (displayed in classrooms) ensure all pupils understand and uphold the anti-bullying policy
* The PSHE programme of study Heart Smart, including opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
* School Collective Worship help raise pupils’ awareness of bullying and derogatory language.
* Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week Diversity and Geography Weeks)

Monkton C E Primary school Christian values of

* Compassion
* Friendship
* Forgiveness
* Justice
* Trust

are embedded across the curriculum to ensure that our school is as inclusive as possible

* Stereotypes are challenged by staff and pupils across the school
* Playground buddies and pupil-led programmes (Christian Ambassadors and School Council ) offer support to all pupils, including those who may have been the target of bullying
* Restoratives justice programmes (Dare to Differ, Support from Pastoral TA’s) provide support to targets of bullying and those who show bullying behaviour
* Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with the school council
* Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate
1. **Monitoring and reviewing**

The Executive Head teacher/Head of School is responsible for reporting to the Governing Body (and the local authority where appropriate) on how the policy is being enforced and upheld, via the Executive Head teacher’s report. The Governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.

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

For example, responses to homophobic, biphobic or transphobic language

**Establish understanding**

Do you know what that word means?

What do you mean by, “that’s so gay”?

What do you mean by saying he kicks like a girl?

Do you understand why it’s wrong/hurtful to use that word?

**Explain meaning**

“Gay/lesbian/bisexual/trans is a word we use to describe [….], not a nasty word to use against people”

“We don’t use gay/lesbian/bisexual, trans as an insult because it makes people think that being gay/lesbian/bisexual/trans is something bad”

**Use empathy**

“How do you think you would feel if someone called you names like that”

“That language is really hurtful/unkind to me and others”

“It is really disappointing to hear you using language that makes other people feel bad”

**Challenge directly**

“You know that that language is absolutely unacceptable”

“Why are you saying that word?”

“How can a pair of trainers be gay?”

**Link to school ethos and policy**

“In this school we don’t use language like that. We are kind, respectful and caring to everyone”

“It’s important that everyone can be themselves”

“We are all unique and deserve to be respected/valued/loved by others”

“We don’t pick on people because of the way they look”

Child’s Anti – Bullying Policy

Monkton Primary School is a Church of England Primary School and our Christian values are at the heart of everything we do.

* Compassion
* Friendship
* Forgiveness
* Justice
* Trust

Our whole school ethos for learning and behaviour is guided by them. Each aspect of school life is encountered through these values to establish a forward thinking, diverse and innovative cultures in which our entire school community flourishes.

Every school policy is written with this in mind.

Monkton Primary School is a place where everyone has the right to be themselves.

It’s a place where everyone can feel safe, be happy and learn. Everyone at our school is equal and acts with respect and kindness towards each other. Our school is a bully-free place.

***What is bullying?***

Bullying is when a person is hurtful or unkind to someone else, on purpose and more than once. It is an imbalance of power. Bullying can be done by one person or by a group of people and can be towards one person or a group of people. A useful way to remember bullying is

SEVERAL TIMES ON PURPOSE

Bullying can be:



* Hitting or saying you are going to hit someone
* Touching someone when they don’t want you to
* Calling someone names, teasing, using rude language or saying nasty things about someone to them or to other people
* Stealing or damaging someone else’s belongings
* Ignoring someone on purpose or leaving them out
* Sending hurtful or unkind texts, emails or online messages to someone or about someone

Bullying can be about:



* Race or ethnicity (racist bullying)
* Region or belief
* Family and culture
* Sexist bullying, which is bullying someone because of their gender. For example, because they are a boy or a girl, or saying they are acting “like a boy” or “like a girl”
* Homophobic or biphobic bullying. This is saying unkind or nasty things because someone is lesbian, gay or bisexual, or because they thing they are, or because they have two mums or two dads. It is also calling someone lesbian, gay or bisexual on purpose to be unkind or nasty to them, for example “you’re so gay”
* Transphobic bullying. This is saying unkind things because someone is trans, or because you think they are trans, or being nasty about trans people (someone who feels the gender they are given as a baby doesn’t match the gender that they feel themselves to be).
* Special Educations Needs or disability
* What someone looks like
* Where someone lives

If someone is being hurtful or unkind to you several times on purpose, for whatever reason, whether it is about you or your family or friends that is bullying. No one should be picked on for being different in anyway, for how they look like or who their family are.



***Why does bullying happen?***

Although bullying doesn’t happen very much at this school it might happen. Bullies can be older or younger than you, bigger or smaller than you. Bullies pick on people who may be different in some way and try to make them feel worse about themselves. If you are being bullied remember that it is never your fault.

***Where does bullying happen?***



Bullying can happen at school, after school and online.

***What should I do if I think someone is being bullied?***

Talk to the person and ask if they’re ok and try to find out if they are being bullied. If they are, ask if you can help them talk to a teacher or an adult they trust.

***What should I do if I’m being bullied?***

**PUPILS WHO ARE BEING BULLIED:** If a pupil is being bullied they are encourage to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

* Report to a teacher – their class teacher, or any other teacher
* Tell any other adult staff in school – such as Head of School, lunchtime supervisors, Teaching Assistants or the school office
* Tell an adult at home
* Call ChildLink to speak with someone in confidence on 0800 1111

***Summary of anti-bullying policy:***

* Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be done by one person or by a group of people towards another person or a group of people, where the bully or bullies hold more power than those being bullied.
* Bullying can be physical, verbal, psychological, cyber (online or via text) or involve damaging or stealing of property
* Bullying can be based on someone’s race or ethnicity (racist bullying), religion or belief, culture or family background, gender (sexism), sexual orientation (homophobic or biphobic bullying), gender identity (transphobic bullying), special educations needs or disability, appearance or health condition, home or personal situation
* Derogatory or offensive language of any kind will not be tolerated
* All bullying and any prejudice-based incidents will be recorded in school and followed up by a member of staff who will offer support to those involved
* If you think your child is experiencing bullying you can contact your child’s Class Teacher the Head of School by email, telephone, or in person
* Your child can also report bullying within the school to any member of staff.
* The full anti-bullying policy is available on our website

Monkton C.E.P. School

Incident /Concern Form

|  |  |
| --- | --- |
| Pupil Name | Class/Year Group |
| Name and position of person completing form |
| Date of incident |
| Incident/concern (who, what, where, when) |
| Any other relevant information (witnesses, immediate action taken) |
| Action taken |
| Signature | Date form completed (dd mm yy) |
| Follow Up |