



St Barnabas Primary School – a Church of England Academy

Anti- bullying policy

Our MissionStatement

Achieving great things through learning and growing in a love-filled Christian family.

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment based on the new commandment, “Love one another as I have loved you,” where all can learn without anxiety. This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school.

Current government guidance used to develop this policy *Safe to learn:*

Embedding anti bullying work in schools (DCFS-00656-2007) Cyberbullying (DCFS 00658-2007) Homophobic Bullying (DCFS 00668-2007)

Definitions of Bullying

Bullying can be defined as deliberately hurtful behavior, repeated over a period of time and involves an imbalance of power, leaving the victim feeling defenceless. (*Safe to learn* p.48)

Types of bullying

Bullying can take many forms and, as a school, we will not tolerate bullying of any kind. The main types of bullying can be identified as:

- Physical - kicking, hitting, pushing, taking belongings
- Verbal - name calling, taunting, making offensive comments
- Indirect - excluding people from groups and spreading hurtful and untruthful rumours
- Cyber bullying - the use of text messaging, emailing, videoing and internet usage deliberately to upset someone else
- Homophobic bullying- name calling, taunting, making offensive comments
- Transgender bullying- name calling, taunting, making offensive comments
- Racist bullying- name calling, taunting, making offensive comments
- Disability-based bullying- name calling, taunting, making offensive comments
- Appearance-based bullying- name calling, taunting, making offensive comments

It is a legal obligation to report a single incident of racist, homophobic or sexual harassment bullying to Cidari and the local Authority.

Our values: At St Barnabas Primary School – a Church of England Academy, we aim to provide a safe, happy Christian environment with a high quality of care to all of our members.

The Christian faith and its teachings will be the basis for every aspect of life at our school with all staff promoting a sympathetic understanding of Christianity and other faiths. We actively promote the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance of those with different faiths and beliefs.

We nurture the spiritual development of all members of the school community and promote mutual respect and responsibility.

We will provide effective teaching of the National Curriculum, encouraging the highest achievement for each child. We will value the contribution each child makes to the life of the school and take account of individual's needs.

Our school has strong links with our children's homes and St Barnabas Church. At St Barnabas, we strive for excellence for all, in a caring and Christian setting.

Policy

St Barnabas Primary School will fulfil its legal duty of care to ensure its pupils do not come to harm. The school regularly monitors incidents of bullying.

This includes the reporting of all bullying incidents which have been identified as such, using the policy definition. This reporting is done by the Headteacher to the governing body on a termly basis. Individual reporting forms are sent to the Leader of Learning Standards and achievement at Cidari Multi Academy Trust.

Dissemination of the policy

The policy is to be used as a key vehicle for communicating and celebrating the anti-bullying stance of the school with pupils, parents and the wider community. The school incorporates the anti-bullying policy into staff handbooks, the school curriculum, whole school worship and staff training, as well as taking on board other opportunities to raise awareness e.g. anti-bullying week and targeted group work

Procedures for monitoring and evaluation of policy

The school will monitor and evaluate bullying by:

Keeping records of all incidents

A range of data from: pupil surveys, Ofsted parent view responses and an annual Parent Questionnaire

School Worry boxes

Website worry button

Parental complaints

Discussions at staff meetings

Aims and objectives of the policy

- To raise awareness of bullying and create a school ethos which encourages children to disclose and discuss incidences of bullying behavior.
- To bring about conditions in which bullying is less likely to happen in the future
- To reduce and, if possible, to eradicate instances of all types of bullying
- To clarify the reporting processes
- To prevent, de-escalate and/or stop any continuation of harmful behaviour
- To react to bullying incidents in a reasonable, proportionate and consistent way
- To safeguard the pupil who has experienced bullying and to trigger sources of support for the pupil
- To provide support for the perpetrator whilst developing strategies to enable perpetrators to be accountable for their be

Links with other Policies

- Safeguarding and Child Protection policy,
- Behaviour policy
- ICT policy,
- e-Safety policy
- Equality Plan,
- Staff handbook
- Health and Safety policy
- PSHE Policy

Scope/extent of policy

The policy includes the school site and extends to, outside school site- school visits, trips, school transport etc.

Staff Roles and Responsibilities

All staff are made clear about their roles and responsibilities in preventing and responding to bullying incidents including their responsibility to model positive relationships.

The named member of staff responsible for dealing with anti-bullying incidents is Becky Ham - Headteacher

All incidents involving allegations of bullying have to be immediately referred to the Headteacher or in her absence a member of the Senior Leadership team. All allegations will be investigated on the same day and parents will be informed immediately. Exclusion may be considered but advice will be taken by Cidari and the Local Education Authority.

The role of governors

- The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

- The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

The role of the Headteacher

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of the teacher

- All incidents involving allegations of bullying have to be immediately referred to the Headteacher or member of the senior management team. All allegations will be investigated on the same day and parents will be informed immediately. Exclusion may be considered but advice will be taken by the Local Education Authority.
- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school and beyond the school gates.
- If teachers witness an act of bullying, they do all they can to support the child who is being bullied.
- If a child is being bullied over a period of time, then, after consultation with the headteacher, the teacher informs the child's parents.
- If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately.
- This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying.
- We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future.

- If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs coordinator. We then invite the child's parents into the school to discuss the situation.
- In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as the social services. Teachers routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

- Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- 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.

The Role of the Family Liaison Officer

- The headteacher may discuss cases on an individual basis with the family liaison officer.
- The family liaison officer may work individually with the child/ family in a supportive role and will possibly monitor the situation in school feeding back to staff where relevant and appropriate.

Monitoring and review

- This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors about the effectiveness of the policy on request.
- This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying file, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Parental support for all pupils involved in bullying incidents

- The school endeavours to have open and supportive communication with parents in relation to all bullying incidents.
- Parents, who are concerned that their child may be being bullied, or who may suspect that their child may be the perpetrator of bullying, should contact the class teacher immediately.
- Parents have a responsibility to support the schools anti-bullying policy and to actively encourage their child to be a positive member of the school community.

Specific issues statement

- incidents can be reported confidentially so that all involved in the incident are listened to empathetically by professionals, parent/carer and peers
- victims of bullying are encouraged to report what has happened
- victims are reassured that it is not their fault
- professionals work in collaboration with parent/carers when appropriate schools include a procedure for parental complaints in their anti-bullying policy.

Content of the anti-bullying curriculum/programme

School staff will raise awareness of and tackle bullying through

PSHE – Dimensions

Silver SEAL

Creative learning

Circle time activities

Whole school Worship

Multi agency involvement

Date of policy with planned review date

Policy will be reviewed **annually** by Standards and Effectiveness Committee of the Governing Body.

Next Review: January 2019