

Anti-Bullying Policy

St Luke and St Philip's Primary School

A Church of England Academy

VISION STATEMENT

Our school provides grounding in the Christian Faith for all its children with emphasis on collective worship as part of its daily life. Christian values are built into the ethos and teaching of our school with the support of all Governors and staff for its Christian foundation. We also seek to encourage an understanding and respect for other world faiths.

We value and will continue to strengthen links between school, home and parish. Through these aims the school hopes to encourage all children to develop their maximum potential.

Our vision statement is: 'The family of St Luke and St Philip's will ensure excellence is encouraged, minds are opened, diversity is embraced, respect is expected and talents are nurtured under the umbrella of God's love.'

MISSION STATEMENT

St Luke & St Philip's is an open friendly learning community founded on Christian Values, whilst always welcoming and including other faiths and cultures. In our school everybody is valued and has a voice. In partnership with the church and all stakeholders we aim to equip our children to live safe, healthy fulfilling lives, enabling them to shine today and in the future.

LINKS TO OTHER POLICIES

The St Luke & St Philip's Primary School Anti-Bullying policy statement links to the following policies:

- Child Protection and Safeguarding Policies
- Equality and Diversity Policy
- Anti-radicalisation policy
- PSHE Policy
- Behaviour Policy

DOCUMENT PURPOSE

This policy reflects the values, philosophy and Mission Statement of St. Luke and St. Philip's C.E. Primary School in relation to Anti-bullying behaviour. It is consistent with the school's agreed aims and objectives and sets out a framework within which teaching and support staff can operate.

RELEVANT LEGAL GUIDANCE

This policy has been written to adhere to the relevant Children Acts, The Equality Act (2010), Education Acts, Regulations and Guidance from the Department for Education in addition to guidance from the Local Authority.

Other relevant legal guidance:

- Preventing and tackling bullying (DFE-00160-2017)
- Cyber bullying: advice for headteachers and school staff (DFE-00652-2014)
- Advice for parents and carers on cyber bullying (DFE-00655-2014)

AUDIENCE

This document is intended to give a clear outline of the School's approach towards Anti-bullying to all staff, governors and parents. It is also intended for the use of the LEA Advisory Service when assisting the development of the School's curriculum and for any authorised inspector. Copies of this document are provided for all teaching staff and are available when necessary to support staff and members of the School's Governing Body. A copy of this document is available for the use of parents.

AIMS AND OBJECTIVES

As a Christian school we believe that all individuals are unique and of equal value, whatever their abilities, background, physique and experiences. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.

We aim to

- Raise awareness of bullying
- Bring about conditions in which bullying is less likely to happen in the future
- Reduce and, if possible, eradicate instances of all types of bullying
- Clarify the reporting processes

Objectives of this policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it if bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

WHAT IS BULLYING?

‘Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyber-bullying via text messages, social media or gaming, which can include the use of images and video) and is often motivated by prejudice against particular groups, for example on grounds of race, religion, gender, sexual orientation, special educational needs or disabilities, or because a child is adopted, in care or has caring responsibilities. It might be motivated by actual differences between children, or perceived differences.’ –Preventing and Tackling Bullying, 2017.

The main types of bullying can be identified as:

- Physical - Kicking, hitting, pushing, punching or any use of violence
- Verbal - Name calling, taunting, sarcasm, making offensive comments
- Indirect - Being unfriendly, excluding, spreading hurtful and untruthful rumours, tormenting (e.g. hiding personal belongings, threatening gestures)
- Racist - Racial taunts, name calling, graffiti, gestures
- Sexual - Unwanted physical contact or sexually abusive comments
- Biphobic, transphobic and Homophobic - Because of, or focusing on the issue of sexuality, sexual orientation or gender identity. This includes the use of homophobic, biphobic and transphobic language
- Cyber- The use of text messaging, emailing, chat rooms, videoing and internet usage deliberately to upset someone else

It is a legal obligation to report a single incident of racist, homophobic or sexual harassment bullying.

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/Carers 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. Parents/Carers and children are required to sign a home/school agreement when they join our school.

SIGNS AND SYMPTOMS OF BULLYING

Some children will openly raise their concerns about being bullied, however in other circumstances a child may be unwilling to talk about being bullied for fear of not being understood or of making the situation worse. The following signs and symptoms may be indicators that a child is being bullied.

Professionals in school may notice signs such as

- Unexplained changes in behaviour
- A fall in standard of work
- Lack of punctuality
- Unexplained absence
- Falling out with previously good friends
- Unexplained bruises, cuts or scratches

- Becoming aggressive and unreasonable
- Becoming withdrawn and lacking in confidence
- A reluctance to go out at break/dinner time

Parents, families and carers may notice signs such as

- Bedwetting in a previously dry child
- Vague tummy aches and headaches
- Reluctance to go to school
- Frightened of walking to and from school
- Changes in usual routine
- Coming home regularly with possessions damaged or missing
- Unexplained bruises, cuts or scratches
- Becoming withdrawn or lacking in confidence
- Becoming distressed and anxious
- Afraid to use the internet or mobile phone
- Acting nervous and jumpy when receiving text messages

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

PREVENTING BULLYING

Strategies include

- Setting and communicating clear standards of behaviour through the use of the Positive Behaviour Management.
- Staff being vigilant and taking all forms of bullying seriously, including addressing and recording the use of racist and homophobic language
- The use of Class Dojo's and behaviour management technique
- Promoting an ethos where positive relationships are developed and recognised
- Encouraging the children to celebrate and respect each other's similarities and differences through RE and PSHE lessons, circle time and assemblies and social skills/nurture groups
- Pupils trained as Playleaders encourage children to play games and co-operate with each other during all break/dinner times
- Providing pupils and parents with information about bullying and where to get help and advice
- Raising awareness through Anti-Bullying week.
- Inform pupils and parents of the Anti-bullying Policy
- Providing regular training for all staff

ROLE OF THE HEAD AND GOVERNING BODY

The school will fulfil its legal duty of care to ensure its pupils do not come to harm. This includes the reporting of all bullying incidents which have been identified as such, using the policy definition. This reporting is done by the head teacher to the governing body on a termly basis. The borough's individual reporting forms are sent to the community cohesion team.

The definition of bullying is used as a guide to schools when reporting all bullying incidents. The school regularly monitor incidents of bullying and report to governors every term.

RESPONDING TO ALLEGED INCIDENTS OF BULLYING

As a *telling* school, it is the responsibility of any person who observes any incidence of bullying to tell a member of staff. Children need to know that incidents can be reported confidentially – if a child feels wary about reporting a bullying incident this could be done through the ‘drop-in’

- The victim of bullying will be supported in recovery both emotionally and physically
- Where possible the school will follow a ‘restorative approach’ to the incident to help the perpetrator understand and change their behaviour
- In cases of serious bullying, the incidents will be recorded by staff following the Cidari’s report procedure
- In serious cases parents will be informed and asked to come to a meeting to discuss the problem

PROCEDURES FOR MORITORING AND EVALUATION OF POLICY

The school will monitor and evaluate bullying by:

- Keeping records of all incidents
- A range of data from pupil surveys/questionnaires to find out views about school.
- Records of peer mentoring initiatives e.g. buddy schemes
- Parental complaints, which are stored in the office.
- Information and evidence collected for the Healthy schools Programme (emotional health and wellbeing)
- Discussions at staff meetings
- School Council

OUTCOMES

- The school Positive Behaviour Management/Discipline Plan for consequences will be followed
- In serious cases, exclusion may be considered
- The perpetrator may be asked to genuinely apologise
- If possible, the pupils involved will be reconciled through following the ‘restorative approach’
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place through follow-up meetings with all pupils and staff involved.

CONTENT OF THE ANTI BULLYING CURRICULUM/ PROGRAMME

School staff can raise awareness of and tackle bullying through:

- PSHE
- SEAL
- Creative learning
- Circle time activities
- Whole school assemblies and class assemblies, based on the values
- Multi agency working
- Anti-bullying/friendship week

LINKS WITH OTHER RELEVANT POLICIES

- PSHE
- SRE
- Behaviour
- Child Protection policies,
- ICT policy/ E-Safety policy
- Equality and diversity policies,
- Health and Safety policy
- Inclusion
- EAL

Policy reviewed: December 2018

Agreed by Governors: _____

Next review date: December 2020