

Anti-Bullying Policy

**St. Lawrence CE (VA)
Primary School**

With

Little Lawrences & Larks 'n' Owls

Napton

A happy church school that nurtures the unique talents of individuals and brings them together so that 'they will soar on wings like eagles' (Isaiah 40:31)

Revised
September 2019

School statement on bullying:

“We believe that all people are made in the image of God and are unconditionally loved by God. 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 – where all ‘will soar on wings like eagles’.”

Aims and purpose of the policy:

- 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 regularly monitoring and reviewing the impact of our preventative measures.

Perceived bullying will be acknowledged, challenged and dealt with based on the findings of investigations and in accordance with the Behaviour Policy.

(1) School Definition of bullying:

We consider bullying to be 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 (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- 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)
- Gender identity (transphobic)

- Special educational needs (SEN) 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

(2) Reporting bullying:

PUPILS:

Bullying is always the bully's fault. Bullies seek out and need victims and just happen to pick on you. **Follow the principles as outlined in your 'Taking Care' lessons.**

- **Tell** someone - **talk** to an adult in school that you trust. Try not to be on your own; you don't have to be and you don't deserve to be. If it happens online, report it (if on the school network, we'll have got the evidence; if at home, get help from home and get screenshots).
- DON'T listen to the bully when they say that you will be in trouble if you tell; you must **TALK TO SOMEONE**. You aren't doing anything wrong – **THEY ARE**.
- What you say will be acted upon. **YOU WILL BE TAKEN SERIOUSLY**.
- If you need to **feel safe**, there will be a place for you to go to while the problem is being dealt with. You will be kept informed of the strategy that is being used to stop the bullying.
- A plan will be put together to stop what is going on. You may have to do certain things as part of that plan – make sure you do them.

If you see someone being bullied at school:

DO NOT give the bully more power by joining in. This would make you as guilty as the bully.

Tell someone what is going on. Don't listen to the bully when they say that you will be in trouble if you tell. You aren't doing anything wrong - **THEY ARE**. Seek out the help or a member of staff. **YOU HAVE A RESPONSIBILITY TO HELP STOP THE SITUATION.**

STAFF:

Staff should be vigilant regarding signs of bullying at all times. If a student comes to any one of us and says they are being bullied in school, or if concerns on the school based email system are flagged up, the staff member will:

- **LISTEN** to what is being said.
- TAKE IT SERIOUSLY and ensure that the child knows that bullying – including HBT (homophobic, biphobic and transphobic) bullying and language - will be challenged.
- RECORD what they have said – the Bullying and Prejudice forms should be used referencing HBT bullying and language if required.
- Make it clear that they have made the right decision to tell, that they have done nothing wrong – the bully has.
- Make sure they know that it may not necessarily be possible to keep everything we are told a secret.
- Offer the support of a safe room/area if it is necessary.

- Pass the information to the relevant Class Teacher, Inclusion Manager or Head Teacher. *There is a tray in Lotte's office so every form can be properly processed.*

Senior Staff have a duty to ensure that bullying is dealt with and that this policy and those related (including the behaviour policy) are acted upon.

PARENTS:

If your child is being bullied or is bullying in school: we can help.

- Contact the school and ask to speak to the Class Teacher; be assured that the school will take it seriously and investigate and support the family.
- **Talk** over the problem with the teacher. We are advised that children who are being bullied can often become upset, anxious and confused about what has actually happened.
- Do not encourage your son or daughter to settle the issue with violence or an online retaliation; they could make the situation worse, get hurt or cloud judgements about what is going on.
- **Work with** the strategy that **the school** is setting up to deal with the situation, and be patient. **Keep talking to us and your child.**
- **DON'T** let your child talk you out of contacting the school. IF the problem is to be solved, you need to be OPEN and **listen**.
- **DON'T** approach the children involved on school premises. Do allow school staff to handle the issue of bullying at school.
- Disciplinary steps will follow the Behaviour Policy.

Throughout this policy term 'parent' is used to mean a pupil's parent, carer or guardian.

(3) Responding to bullying:

- I. Staff will record bullying on a 'Bullying and Prejudice Form'.
- II. The Head and Lotte will monitor incident reporting forms and analyse looking for patterns or trends.
- III. The Head will report to governors via the Headteacher Report.
- IV. Support will be offered to the target of the bullying.
- V. Staff will proactively respond to the bully who may need support of their own.
- VI. Staff will assess whether parents and carers need to be involved – in line with the Behaviour Policy.
- VII. Staff will assess whether any other authorities such as the police or local authority needs to be involved, particularly when actions take place outside of school.

(4) Bullying outside of school:

Where bullying occurs outside school, any other relevant schools or agencies may be informed about the concerns. Bullying is unacceptable and will be challenged whether it takes place inside or outside of school. This includes cyberbullying. All need to be vigilant to this and respond according to their responsibilities as outlined in this policy and in line with the Behavioural Policy.

Staff are not to act outside of the school premises unless they have responsibility for children for specific authorised activities and events.

(5) Derogatory Language:

Derogatory or offensive language is not acceptable and will not be tolerated. It will be challenged, recorded and monitored by staff. Follow-up actions will be taken for both pupils and staff found using such language. Casual use of such language will also be challenged.

(6) 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 view towards an individual or group of people and has a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school with the Headteacher regularly reporting such incidents to the governing body. This ensures that all incidents are dealt with accordingly but also prevent bullying as it enables targeted anti-bullying interventions.

(7) School strategies to prevent and tackle bullying:

Our vision is clear: we nurture the unique talents of individuals so that all will soar as revered and respected members of a school family where all are known and loved by God. This is a message that is central to the communicated and lived ethos of the school to create the right environment that discourages bullying and prejudice.

- The policies are clearly communicated to children and staff.
- The school recognises that SEN children are often the most vulnerable to bullying and, as such, are proactive in ensuring that they are especially monitored and supported appropriate to their needs.
- The PSHE programme robustly reinforces this, especially with the annual unit of 'Taking Care'.
- Collective worship opportunities explore and reinforce the importance and commitment to inclusivity, dignity and respect that all challenge bullying behaviour.
- The importance of speaking out and advocacy are an important element of our provision.
- Where issues arise, 'circle time' and discussions are used to challenge and resolve them. 'Truth and Reconciliation' workshops are also used on occasions where they are seen as appropriate, as is peer mentoring.
- Stereotypes are challenged by staff and pupils across the school.
- Where issues arise and if/when trends are identified, the School Council can be used to find wider solutions.
- Working with parents and carers is seen as essential in tackling bullying, as can be the involvement of community organisations.

(8) Training:

The Headteacher is responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

(9) Monitoring of the policy:

The Headteacher is responsible for monitoring the policy on a day-to-day basis, for ensuring that records are monitored and analysed and that any trends are noted and reported.

(10) Evaluating and reviewing:

The Headteacher is responsible for reporting to the governing body through the termly Headteacher report. The governors are responsible for evaluating the effectiveness of the policy through engagement with the school at different levels – and not relying on just the Headteacher. The policy is reviewed every 12 months by the school community and published.

Date of next review: September 2020.

Headteacher signed: _____

Date: _____

Chair of governors signed: _____

Date: _____

Further information

For further information about current initiatives and resources to support the anti-bullying agenda, visit the following websites:

- www.warwickshire.gov.uk/bullying
- www.anti-bullyingalliance.org.uk
- www.beatbullying.org
- www.warwickshirehealthyschools.com
- www.healthyschools.gov.uk
- www.suzylamplugh.org/tips

See *Valuing All God's Children: The Church of England Education Office* – Autumn 2017.

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