



Anti-Bullying Policy

'Love the Lord your God with all your heart, soul and mind.' This is the first and most important command. And the second command is like the first: *'Love your neighbour as you love yourself.'*

Matthew 22: 37-40

Overview

In this school bullying and any other forms of intimidation will not be tolerated.

All will treat others with kindness and respect and all will care well for each other regardless of their beliefs, values, sexual orientation or family background. All will come to school without fear and will be safe in school. Everyone will be vigilant and will intervene promptly if there are any signs or reports of bullying. This policy includes all children and all adults.

Our definition of bullying is the deliberate and persistent hurting of another person. We are aware that bullying can take many forms –both physical and emotional and a list is included in the appendix attached to this policy

Objectives

1. To ensure that all feel safe and free from bullying and intimidation.
2. To ensure that all feel safe and free from extremism and radicalisation
3. To build an ethos where learners feel safe, free from threat and intimidation.
4. To promote good relationships where all are treated well and where learners care for each other.
5. To act promptly and effectively at the first sign of bullying.
6. To encourage learners and parents to report any attempted bullying.
7. To protect and reassure any victims of bullying.
8. To have effective sanctions to deter bullying and to have successful strategies to reform bullies.
9. To make this a happy school that is free from bullying.

Strategies

1. We will use our Behaviours for Learning Policy effectively to promote good behaviour to reinforce this anti-bullying policy so that there is an ethos where bullying is unacceptable. Reflection sheets will support this process by allowing pupils to reflect on their behaviour and accept the consequences of their actions.
2. All will be expected to be vigilant and to intervene immediately and effectively if any bullying is observed or reported (possible signs are listed in the appendix attached to this policy).
3. Learners will be encouraged to report bullying and when they do so they will be listened to and taken seriously.
4. Every allegation of bullying will be investigated and followed up.
5. Any victim of bullying will be well-protected immediately and in the future.
6. Any allegations of bullying will be reported to the Headteacher.
7. Full engagement of all pupils on issues related to bullying is promoted during Anti Bullying Week in November through a series of carefully planned activities.
8. Our Christian Values assemblies, PSHE and circle time will be used to develop the attributes and skills needed to foster good relationships and a sense of belonging to the school community and to ensure that all are aware that bullying is never acceptable
9. Teachers make full use of the Computing curriculum to teach about cyber-bullying and e-safety promoting safe and appropriate use of new technologies.
10. It is important that people who bully face sanctions so that the school community is aware that bullying behaviours will not be tolerated. This may include detention or exclusion from certain areas of school. In addition, children will need to be supported to help them understand their feelings, the impact of their behaviour and to make changes to their behaviour. Support may include individual or small group work

11. In serious cases of bullying, fixed term exclusion or even permanent exclusion will be considered by the Head Teacher with the Governors.
12. Learners and their parents will be made aware of this policy.
13. The parents of all concerned will be informed and involved in any reported incident and will be expected to support this school policy.

Outcomes

This school will have a warm, friendly, welcoming and safe ethos. It will be a place where bullying is not tolerated and where all will treat others as they themselves would expect to be treated. They are able to take advantage of all the opportunities on offer and develop as learners and citizens. The school community recognises the similarities between all human beings and respects and values the differences.

Revised and adopted by the Governors Autumn Term 2018

Appendix to the Anti-Bullying Policy

What is bullying?

Bullying is hurting another person deliberately and persistently and results in pain and distress to the victim. It can take many forms:

- Name calling – using bad language
- Physical hurt
- Destroying other people's property
- Hurting feelings
- Racist remarks
- Extremism/radicalisation remarks
- Spreading rumours
- Crushing dreams
- Discrimination
- Personal remarks including those about family members
- Cyber bullying
- Homophobia - teasing about being gay

To clarify; we understand that bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet, such as email & internet chat room misuse of mobile phones by inappropriate texting or photographs

Signs that bullying may be taking place?

Pupils who are being bullied may show changes in their behaviour or there may be changes in their work pattern. Below is a list of signs which may indicate that bullying is taken place and that further investigation may be necessary:-

- Is frightened of walking to or from school
- Does not want to come to school
- Feels ill in the morning
- Is alone all the time
- Is withdrawn, anxious or lacking in confidence
- Progress in lessons is unsatisfactory
- Is aggressive
- Is bullying other children or siblings
- Shows unusual behaviour
- Starts stammering
- Comes home with torn clothes or books damaged
- Has possessions which are damaged or go missing
- Asks for money or starts stealing money
- Has unexpected cuts or bruises
- Stops eating
- Is frightened to say what is wrong