



## ANTI BULLYING POLICY

**As God's family we love, learn and play together.**

### At Frodsham CE Primary School we endeavour to:

- Create a warm and welcoming ethos centred on shared Christian values.
- Develop happy, confident and resilient children who show respect for themselves and others and make a positive contribution to their community.
- Make learning fun inside and outside of the classroom by providing a broad range of exciting and rich learning experiences which challenge and motivate all children.
- Recognise every child is unique, meet their individual needs and celebrate their achievements.
- Encourage all to be the best they can be.

Our core Christian values are: Love, Respect, Kindness, Community, Faith, Resilience.

**Presented to Staff and Governors: April 2019 Next Review: November 2020**

**Person Responsible: Lucy Kirby**

### Rationale

Occurrences of reported bullying are rare in our school, however bullying can happen anywhere and this policy explains how Frodsham CE tackles bullying as a community. It details the agreed definition of bullying, and an agreed strategy for reporting, recording and dealing with situations as and when they occur. Bullying is not tolerated within our school and will be dealt with. The school strives to create a Christian ethos which supports a culture of mutual respect, consideration and care for others.

Frodsham CE Primary School recognises it has a legal responsibility for preventing and tackling bullying. (2002 Education Act, 2006 Education and Inspection Act, 2010 Equalities Act.)

This policy should be read alongside the following policies: safeguarding, behaviour, complaints and e-safety policy.

### 1. Aims

- To challenge bullying effectively in order to improve the safety and happiness of pupils, maintaining the school's caring ethos and making it clear to all, that bullying behaviour is unacceptable and will not be tolerated.
- To foster Christian values, which recognise the uniqueness of the individual, respecting each other as well as adults, promoting high self-esteem.
- To ensure all governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is, know what the school policy is on bullying, and follow it when bullying is reported to put a stop to any form of bullying.

### 2. Implementation

#### What is bullying?

Bullying is deliberately hurtful behaviour repeated often and over a period of time.

Bullying can be:

Physical: pushing, kicking, hitting, pinching and any other form of violence or threats

Verbal: name-calling, sarcasm, spreading rumours, persistent teasing, taunting, jokes, making threats

Emotional: excluding, ignoring, tormenting (hiding things, threatening gestures), ridicule, humiliation, having money or other things taken from you or damaged

Cyber bullying: bullying via mobile phone or online (eg text messages, email, social networks and instant messenger)

We recognise all forms of bullying. Bullying can be fuelled by prejudice. This includes behaviour that is homophobic, biphobic, transphobic, racist, targeted at faith, sexist and disablist.

We also recognise that bullying can be peer to peer, teacher to pupil or pupil to teacher.

# ANTI BULLYING POLICY

Our bullying policy is **PREVENTATIVE** and the following strategies are used to reduce bullying:

- The curriculum promotes the fundamental British values of mutual respect and tolerance for people of all faiths, races, genders, ages, disability and sexual orientations through the effective spiritual, moral, social and cultural development of all pupils.
- Create a Christian ethos where everyone feels welcomed into our school community.
- Create a learning environment in which the contribution of all pupils is valued and all pupils can feel secure.
- Regularly celebrate diversity, recognising and learning about our similarities and differences.
- Tackle prejudice that may give rise to bullying; stereotypical views are challenged and pupils learn to appreciate and positively view differences in others whether arising from race, culture, gender, sexuality, ability or disability.
- All forms of bullying and harassment are challenged.
- Techniques used by staff to cultivate self esteem, social skills and the emotional development of pupils.
- Promote the anti bullying policy during collective worship to help children to understand what bullying means and to consider its causes and effects.
- During PSHE lessons and circle times within class we ensure children are clear on what constitutes bullying and what pupils can do to prevent bullying through discussion, role-play and stories.
- Hold an annual anti bullying week to coincide with National Anti Bullying Week.
- Use drama for children to investigate bullying situations and how to respond appropriately to situations.
- Promote ways to help children speak out when they are bullied and the importance of reporting bullying and not being a bystander.
- Train children as peer mentors (Peer Pals) who will provide support at lunchtime for children who are unhappy or having friendship difficulties and are dedicated to tackling bullying all year round.
- Friendship bench in the playground for children feeling isolated and have no one to play with.
- Children are encouraged to talk to somebody in school, (other opportunities include 'who can I talk to?' posters, class worry boxes, emotions display)
- At lunchtime, children are encouraged to use the quiet garden area or library if they need a safe place.
- Visits from the Police Community Support Officer to lead talks on the use of new technologies in bullying.
- The computing curriculum in each year group teaches children about cyber bullying and the school marks the annual Safer Internet Day with activities and assemblies.
- Home School Agreement shared and signed by parents and pupils with clear expectations for behaviour.
- Ensure appropriate and adequate supervision of pupils at all times in class and at playtime.
- Staff receive annual training on bullying to coincide with anti bullying week.
- An anti bullying booklet is published for parents to read about how the school responds to bullying with a clear school definition of bullying.
- Posters are displayed around school to promote the school's anti bullying policy.

Our bullying policy is **CURATIVE**: designed to stop specific cases of bullying; to care for and support the young person who has been bullied; and to address the behaviour of the child doing the bullying, both in the immediate and long term.

## Signs of Bullying

Children do not always ask directly for help or discuss their concerns openly. When bullying is involved, they may feel at fault or anticipate that there will be negative repercussions if they tell an adult. Changes in a child's behaviour and body language cannot indicate for certain that bullying is happening. However, the following signs will certainly tell you that something may be wrong:

- Unexplained injuries;
- Lost or broken possessions;
- Low self-esteem;
- A loss of friends;
- Withdrawing from social situations;
- Change in attitude or behaviour;
- Difficulty sleeping or bed wetting;
- Truancy or feigning sickness;
- A decline in school work and a lack of interest in school;
- Self-destructive behaviour;
- Refusal to talk about what is wrong.

# ANTI BULLYING POLICY

## How do we deal with incidents of bullying when they are reported to us?

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached and the headteacher informed.
- A clear account of the incident will be recorded in the class/ school behaviour file by the class/ head teacher.
- All staff will be notified of children involved in ongoing bullying.
- Parents will be kept regularly informed.
- Talk through the incident with the victim and the bully (together or separately).
- Plan ways with both the victim and the bully of ensuring that there is no recurrence of the bullying behaviour.
- Victims of persistent bullying will be asked to keep a diary/ home school book to record all incidents of bullying and by whom.
- The headteacher will record all incidents and monitor to establish patterns and provide evidence for further action.
- Use of TA or Family Support Worker to support individual children who may be bullies or victims of bullying.
- Monitor the bully's behaviour and give regular feedback to parents.
- Parents of the bully and the victim will be informed verbally of significant incidents.
- When instances of bullying continue to occur with individuals, parents will be asked to come into school to address the situation.
- The headteacher will investigate any reports of ongoing bullying and meet with parents to discuss.
- Any racist incidents of bullying will be recorded separately and file in the school office.
- Reports of cyber bullying outside of school will be reported to parents and the PCSO will visit school to discuss with children.

Pupils who have been bullied will be supported by:

- having a familiar and trusted adult to talk to
- additional emotional support
- restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- discussing what happened
- establishing the wrong doing and need to change
- informing parents to help change the attitude of the pupil
- additional support to develop social skills.

The following disciplinary steps can be taken:

- official warnings to cease offending
- time out and exclusion from break/ lunchtime play/ the playground
- fixed-term exclusion

Where it is considered that a child, by their conduct, is seriously endangering the well-being of other children and where there has been no improvement in the child's behaviour as a result of applying the above sanctions, it may, in extreme cases and only ever as a final resort, be necessary to consider the permanent exclusion of the child from the school.

At all times during this process the school will strive to keep the parents of those children who formally express concern informed about the procedures being invoked along with the parents of the child concerned.

### 3. Staff Responsibilities

- All staff are vigilant and responsive to signs of and incidents of bullying in the classroom, playground and around the school building.
- All staff must act consistently when addressing incidents of bullying and adhere to the anti bullying policy.
- Use direct action, which reminds pupils, that bullying is unacceptable and will not be tolerated.
- Keep accurate records of incidents.

# ANTI BULLYING POLICY

- Inform parents in early stages of bullying and involve them in the strategies used to prevent bullying and promote positive behaviour.
- Follow up incidents to check that the bullying is not continuing.
- Regularly remind the whole school community and make them aware of the anti bullying policy (through staff meetings to inform new teachers, collective worship, PSHE).
- A designated member of staff will support and train the peer pals, meeting regularly.
- Staff are required to keep up to date with the internet and mobile phone technologies being used by pupils.

## **Governors' responsibilities**

- There is a named governor responsible for behaviour and anti bullying. The governor is informed of any repeated incidents of ongoing bullying and any formal complaints regarding bullying.
- The curriculum committee are responsible for the creation, implementation, monitoring and evaluation of the school's anti bullying policy.

## **4. Monitoring and Reporting**

- The headteacher will monitor records and incidents of bullying each half term to ensure that the anti bullying policy is being consistently applied by all staff.
- A bullying questionnaire will be completed by all children annually, results analysed and strategies put in place to address areas for development through the anti bullying action plan in the school development plan.
- Responses to the question on bullying in the annual parental and pupil questionnaire will be analysed and any concerns followed up immediately.
- Any complaints regarding bullying are addressed by the head teacher, all meetings are minuted, actions put in place and reviewed at regular intervals, keeping parents informed.
- The school will review incidents, processes for reporting and support, as well as outcomes, to learn from and improve our approach to tackling bullying.
- The school's complaints policy is available on the school website.
- The school evaluation summary reports on the level of bullying within the school.

## **5. Opportunities for Spiritual and Moral Development**

As a Church of England School we seek to uphold and transmit the values of Jesus Christ, that the Church teaches. Through a positive and cooperative anti bullying policy we will provide opportunities for pupils' spiritual and moral development in the following ways:

- Modelling and encouraging respect for one another.
- Valuing the uniqueness of individuals.
- Treating others, as we would expect to be treated ourselves.

## **6. Equal opportunities**

We should ensure that the specified aims are implemented for all children regardless of race, religion, gender, ability and disability. We will do this by:

- All teachers consistently following the anti bullying policy and strategies used.
- When addressing incidents of behaviour, all children will be treated equally and fairly.
- Staff will adhere to the policies for race and equal opportunities.
- All staff have received Stonewall training on homophobic, biphobic and transphobic bullying.

## **7. Health and Safety**

- Physical bullying with high risks to the health and safety of others will be treated very seriously.
- Children who are a danger to themselves and to others will be removed from the situation immediately following the positive handling policy.

	Date	Reviewed by	Notes
Policy rewritten	February 15	L Kirby	New policy written
Reviewed/amended	April 2019	L Kirby	Reviewed following guidance from Anti Bullying Alliance and in consultation with

## ANTI BULLYING POLICY

			children, staff and governors, updates to homophobic, biphobic, transphobic bullying and cyber bullying.
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