



# Beckley and Peasmarsh Federation



## Anti-Bullying Policy

The Federation Curriculum is firmly rooted in its Christian foundation: enabling every child to grow spiritually and emotionally; fostering imagination and a deep sense of personal identity and self-worth; providing guidance through the loving example of Jesus Christ.

### Beckley Mission Statement:

Our hope is that each child at Beckley will develop an appetite for learning that will endure throughout their lives. To achieve this, the curriculum will need to motivate and excite children so that they engage fully in learning, cultivate positive attitudes and relationships, make good progress, fulfil their true potential and

*"Achieve, Believe, Care."*

### Peasmarsh Vision:

At Peasmarsh School, our Christian beliefs and faith underpin the way we treat all children and the right for all children to have the opportunity to learn, behave well and have high aspirations.. Our school Mission Statement to :

*"Love Learning and Love your Neighbour as Yourself"*

Policy revised: January 2019

Policy adopted by the Federation Governors: January 2019

Review: January 2021

This policy should be read in conjunction with the school's Policy for Behaviour Management.

### **Introduction**

At Peasmarsh CE Primary School we believe that every child and adult has equal opportunities and is entitled to teach, learn and play in an environment that is free from prejudice and safe for everyone. This means that bullying is not tolerated or acceptable in any form or by anyone. Our Christian Values encourage children to live their lives in manner that shows a respect for each other, the school environment and school property.

Bullying needs to be addressed swiftly in a positive and constructive way which allows individuals to understand why the behaviour is not acceptable. All bullying incidents are serious and all members of the school community including parents, governors, teachers and pupils have their part to play.

On most occasions, bullying may occur between children but it must also be acknowledged that it can take place between children and staff, members of staff, parents and staff and between parents. All members of the school community should feel that school is a safe, non-threatening place to be where they are supported. All staff and pupils should feel that they are able to report any bullying behaviours so that systems can be put into place to deal with the situation effectively.

### **Aim**

*To provide a safe and secure environment where we can all work, learn and play without prejudice but with tolerance and understanding*

### **Objectives**

- To develop a school ethos in which bullying is regarded as unacceptable and serious.
- To produce a consistent school response to raise awareness and response to any bullying incidents that occur.
- For the whole school community to be aware of our opposition to bullying in our school.
- To fulfil the school's statutory responsibilities to respect the rights of children and to safeguard and promote their welfare.
- To react swiftly and effectively to any bullying and to be proactive in the prevention of bullying.
- To monitor incidents of bullying to ensure that no group is particularly vulnerable to this kind of behaviour.
- To work with bullies and their parents, ensuring that the consequences of their actions are understood and that there is the opportunity to make amends.

### **What is Bullying?**

There are many definitions of bullying but the common factors are:

- It is deliberately hurtful behaviour.
- It is persistent and repeated over a period of time.
- It is difficult for those being bullied to defend themselves.
- It is unfair.

Bullying can also take different forms. Each one is serious and can cause significant harm to a person's physical or mental well-being. Bullying can be by an individual or a group. The main types are:

- **Physical:** pushing, hitting, kicking, pinching, and other forms of violence, taking belongings.
- **Emotional:** threatening, name calling, excluding from games or social groups, putting someone down
- **Verbal** - name-calling, sarcasm, spreading rumours, taunting, persistent teasing.
- **Racist** - racial taunts, graffiti, gestures.
- **Sexual** - unwanted physical contact or abusive comments.
- **Homophobic** - focusing on the issue of sexuality
- **Cyber** – using electronic communication to send intimidating, threatening messages.

Bullying can be **indirect:** it may not actually physically hurt the person but it can be very emotional for the victim. Examples of this are starting a rumour, destroying relationships, causing embarrassment, gossiping, giving filthy glares and negative body language.

### **Scope**

The school is legally responsible only for incidents of bullying which occur on school premises. It is however, concerned about children's conduct and welfare outside school and may address issues that come to light from other sources.

### **Prevention**

In the Federation, we are pro-active in our approach to bullying. We introduce an awareness whilst encouraging respect and tolerance for both adults and children. Opportunities for reflection and understanding of relationships are provided through:

- An environment where bullying is not tolerated by anyone.
- Implementation of SMSC, including British Values.
- Implementation of a PSHE policy, including circle time.
- Daily collective worship
- Worry monsters.
- School council box
- Focus weeks such as Anti-bullying week or online safety
- Encouraging visitors from other faiths, cultures or lifestyles to visit.
- Reflective spaces in the school

- Good relationships between staff and children.
- The provision of activities during unstructured times, such as play times.
- Opportunities for children to become leaders and take responsibility. E.g. School Council, Prefects, Peer Mediators, Play Leaders, Librarians, etc.
- Partnership and consultation with parents and children through the use of pupil and parent voice questionnaires and regular parent forums to discuss any school issues.

All of these preventative strategies operate within the school’s Christian ethos founded on equality, fairness and respect for others in which individual differences are celebrated and seen as a source of enrichment.

**Procedures and practice**

*Our school culture*

It is important that we set a good example as adults. The way we work with one another and our own productive and supportive relationships will provide a model for children and young people. In the adult/child relationship we should also be alert to how we address children, the language and tone that we use and the response that we expect. A general tone of respect, where care and consideration is expressed for others, is part of building a culture in which bullying can be acknowledged and dealt with.

Within the federation, everyone is expected to behave according to the Christian values:

RESPECT	COURAGE	FORGIVENESS
PERSEVERANCE	LOVE	TOLERANCE

Our Christian ethos underlies all that we do and staff are expected to behave in a manner that represents the Christian teachings and practise in a modern society.

The school is firmly committed to working in partnership with parents/carers and believes that the best outcomes emerge when professionals and parents/carers are able to work together when bullying occurs.

All staff are responsible for the rigorous application of this policy and for ensuring that the incidents falling within the school’s definition are properly recorded. If an instance of bullying is suspected the following procedure will be followed:

- The child or parent should initially talk to the class teacher, who will then monitor the situation and talk to the children involved. The teacher may

involve children in a discussion in circle time or PHSE or provide other opportunities for the children to discuss the issue in a safe situation.

- If the problem persists, the matter will be referred to the Head of School and parents may be contacted.
- All severe incidents will be logged on SIMS and if found to be of a racist nature will be reported using the County procedure.
- The behaviour log is monitored by the Headteacher and governors.
- If bullying still persists the school has the right to exclude the child as a temporary or permanent measure.

The school will support any victim of bullying in the following ways:

- Reassure them that it is not their fault and it will be dealt with.
- Provide one to one time with their class teacher, teaching assistant or the school counsellor.
- Support strategies to find new friendship groups.
- Liaise to ensure good communication between school and home.
- Use outside agencies if necessary.
- Seek confirmation that the bullying has stopped.

The school will also support the bully in the following ways:

- Look at possible reasons for the bullying and offer support and counselling.
- Try to help the bully to see the victim's point of view and make them aware of the consequences of their actions.
- Agree a way together for the child to make amends for the bullying.
- Use positive reinforcement in order to promote change and bring unacceptable behaviour under control.

Opportunity should be given for both victim and bully to express their point of view and time taken to find out what instigates the behaviour. The Children's Services' Anti-Bullying Team may be involved at any stage, spending time with the bully and the victim to work at the issues that have developed between them. At all times it should be stressed that bullying is not acceptable and that action will always be taken.

All incidences of bullying are recorded and logged then followed up by the Headteacher.

## **Responsibilities**

**The Governing body** has a key responsibility for safeguarding pupils in the school. Responsibilities include:

- having an anti-bullying policy in place and supporting the Head of School in its implementation.
- monitoring the number and type of bullying incidents
- receiving an annual report from the headteacher on incidents of bullying, how they have been dealt with and any trends that might be emerging
- ensuring the welfare of staff and that the whole organisation promotes a supportive environment which does not tolerate bullying
- responding within 10 days to any request from a parent or member of staff to investigate incidents of bullying. The Head of School will usually be asked to conduct an investigation into the case and to report back to a representative of the governing body.

**The Headteacher** is responsible for:

- implementing the anti-bullying policy
- ensuring that children know bullying is wrong and unacceptable.
- promoting a culture of support, praise and rewards in order for bullying to be less likely and for all children to feel special and important .
- acting as a source of advice within the school
- ensuring that staff are familiar with policy and procedures and know how to deal with bullying.
- ensuring that staff follow policy and procedures
- organising training on anti-bullying strategies within the school
- involving parents/carers, liaising with them and keeping them informed where incidents occur
- ensuring that staff feel supported in their roles, working as a team without fear of bullying.
- reporting to governors about the effectiveness of the anti-bullying policy on request.
- using collective worship, if necessary, as an opportunity to model Christian behaviour and talk about the Christian values that are promoted in the school as well as the consequences.

### **Other staff**

New staff are made familiar with this anti-bullying policy as part of their induction. Supply staff are made aware of school procedure via the Staff Handbook. Staff can access policies and procedures related to bullying in the workplace via Czone.

**Staff are responsible for:**

- taking all forms of bullying seriously.
- keeping alert for potential signs of bullying
- referring any concerns to the teacher, Headteacher and SENCO whilst also addressing them themselves
- through PSHE lessons, assemblies and other opportunities, discussing with

- children how they might all help to remove bullying from our environment
- addressing any issues of bullying that they identify
- ensuring that any incidents are logged correctly using a welfare concern form
- working with management and liaising with parents to reduce and remove incidents of bullying
- ensuring that their own behaviour is in line with the ethos of the organisation and does not constitute bullying.
- supporting any children who are being bullied, including taking time to talk
- liaising with outside agencies if necessary.
- contributing towards a climate of trust and respect for all by praising and celebrating successes.

**Parents** are responsible for:

- Bringing any incidents of bullying immediately to the notice of the teacher or the Head of School. These many involve suspecting that their child is being bullied or is being the perpetrator of bullying.
- Supporting the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

### **Advice for parents**

#### **Recognising Bullying**

Some children find it hard to talk about what is happening to them so it is important that everyone involved with children look out for signs. These may include being:

- frightened or unwilling to come to school
- absent from school more than usual
- withdrawn and anxious
- starting to stammer
- running away from school
- crying at night or having nightmares
- performing less well at school
- coming home with damaged belongings or has possessions going missing
- asking for money or stealing money
- losing money on a regular basis
- suffering from unexplained cuts and bruises
- becoming more aggressive and bullying others
- losing appetite or complaining of being hungry.

#### **Helping your child**

If your child has been bullied:

- Calmly talk to your child about it
- Reassure your child that telling was the right thing to do
- Explain that any further worries should be reported to a teacher immediately
- Make an appointment for you and your child to see your child's teacher to discuss the problems your child has been experiencing

If your child is bullying:

- Talk to your child, explaining that bullying is unacceptable and makes others unhappy
- Discourage other members of your family from using aggression, force or bullying behaviour to get what they want
- Show your child how to join in with other children without bullying
- Meet with your child's class teacher, explain the problems your child is experiencing and discuss with them how the school can help
- Regularly check with your child how things are going at school
- Give your child lots of praise and encouragement when they are co-operative or kind to other people

**Advice for children :**

- Try to stay calm and look as confident as you can
- Be firm and clear - look them in the eye and tell them to stop
- Get away from the situation as quickly as you can
- Tell an adult what has happened straight away
- Keep speaking up until someone listens
- Don't blame yourself for what has happened