



CHRIST THE SAVIOUR C.E. PRIMARY SCHOOL



Each of you should use whatever gift you have received to serve others, as faithful stewards of
God's grace in its various forms

1 Peter 4:10

Anti-Bullying Policy

Policy to be approved by	Full Governing Body
Policy last reviewed	January 2020
Policy ratified and adopted by the Full Governing Body	May 2020
Policy due for review	Summer 2023

Anti-Bullying Policy

Bullying is unwanted behaviour occurring:

Several
Times
On
Purpose

1. School Vision

Over overarching school vision is to provide a safe learning environment at school, recognising and developing the unique gifts each child offers, in accordance with the biblical principles of inclusiveness, tolerance and love.

2. Aims and Objectives

The aim of our anti-bullying policy is to:

- a. assist in creating a positive and safe ethos
- b. ensure that all forms of bullying are seen as unacceptable
- c. enable everyone to feel safe
- d. report and record incidents of bullying, analyse them and minimise offences
- e. deal with each incident of bullying as effectively as possible
- f. take into consideration the needs of all parties and to reduce the incidents of bullying
- g. support and protect victims of bullying and ensure they are heard
- h. help and support pupils displaying bullying behaviour to find forgiveness and change
- i. liaise with parents and other appropriate members of the school community
- j. ensure all members of our community take part in minimising bullying

3. Statement of Intent

We believe that bullying exists and:

- a. it is undesirable and unacceptable
- b. it is a problem to which solutions can be found
- c. it happens in schools and it must not be ignored or brushed under the carpet

4. We believe that all people have a voice:

- a. seeking help and openness are regarded as signs of strength not weakness
- b. all members of our community will be listened to and taken seriously
- c. everyone has the right to enjoy and achieve in an atmosphere that is free from fear
- d. all of us have a responsibility to ensure that we do not abuse or bully others
- e. pupils should talk to an adult if they are worried about bullying
- f. pupils have a right to expect that their concerns will be treated seriously
- g. children and young people should be involved in decision making
- h. We recognise that some children find it more difficult than others to share their concerns or worries and we would therefore talk to them about identifying “trusted adults” who are available to listen to them. These adults may include staff at school, for example a teacher, teaching assistant or medical staff, and adults outside school, for example a parent, social worker or other family member.

5. We believe that to tackle bullying together we need to:

- a. protect vulnerable individuals from bullying or harassment
- b. protect all pupils from other forms of abuse
- c. tackle bullying by encouraging an environment where individuality, difference and diversity is celebrated and individuals can develop without fear

6. Review of policy

- a. This policy will be reviewed annually and fully revised every three years.

- b. Throughout the annual reviews, it may also be amended in the light of events or experience

7. Stakeholders

- a. The stakeholders of this policy are the pupils, staff, parents, governors and people from other organisations involved with the life of the school

8. Use of Data

- a. Data from the monitoring and recording of incidents will also inform policy review and will be seen by governors once a term in the head's report

9. Definition of Terms: What is Bullying?

- a. Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally. To keep it clear for pupils we use this acronym:
- b. STOP: several times on purpose
- c. Bullying can be face to face or online.

10. Sorting Out Problems

Children are taught the following steps to encourage them to resolve problems

1. If another child is saying nasty things or hitting you, tell them that you don't like it and ask them to stop.
2. If they don't stop, tell them again and warn them that if they carry on you will go to an adult.
3. If they still don't stop, carry out your warning and speak to a supervisor or teacher.
4. We encourage children to try to solve a problem by themselves in the first instance, if this is too difficult they must ask an adult.
5. When children find communication difficult we may discuss how we can nominate a number of "trusted adults" who the child can find if they need support with communication
6. There is a right and proper way to stand up for yourself and there are adults and other children who will help you.
7. **Do not fight back.**
8. Children should be taught what to do if they observe other children misbehaving or acting in a bullying manner
 - a. Help other children who are in difficulties by getting an adult straight away
 - b. Do not stand or watch, or be a 'bystander', you are as bad as the offender if you do that - Jesus taught us to "love our neighbour" Luke 10: 27
 - c. Do not join in or try to stop it yourself, that can make it worse

11. Practice and Procedures

What we do to prevent bullying

- a. Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. All stakeholders in our community will:
 - i. be supportive of each other, celebrating difference and diversity in our school community and in accordance with the biblical principles of **inclusiveness, tolerance** and **love**
 - ii. provide positive role models to our wider community
 - iii. convey a clear understanding that we disapprove of unacceptable behaviour
 - iv. not be bystanders when they see any forms of bullying or discrimination
 - v. be involved in the development of the anti-bullying policy
 - vi. support anti-bullying initiatives
 - vii. support each other in the implementation of this policy
 - viii. take care to record all incidents of bullying

12. Staff will:

- a. provide children with a framework of behaviour based around the school rules and our vision
- b. deliver weekly Christian Value assemblies based around our vision with explicit biblical teachings on values such as compassion, forgiveness and friendship
- c. provide opportunities during class worship to reinforce these values
- d. engage with whole school anti-bullying curriculum opportunities such as anti-bullying week, autism

- awareness week, global learning lessons
- e. provide a range of opportunities to listen to pupils, for example regular class discussions, worry boxes, 1:1 pupil:teacher communication books
 - f. emphasise and behave in a respectful and caring manner to pupils and colleagues
 - g. set a positive tone and help create a nurturing and caring atmosphere
 - h. raise awareness of bullying through activities, Bible stories, role-play, discussion, peer support, social stories, school council, circle time, and PSHE lessons etc.
 - i. keep the governing body informed of the incidences of bullying through careful recording

13. Governors will:

- a. be fully informed on matters concerning anti-bullying
- b. regularly monitor incident reports
- c. regularly monitor the actions taken to address incidents
- d. be aware of the effectiveness of this policy by reviewing it against data analysis
- e. nominate a lead governor for anti-bullying and discipline

14. Recording

a. Reacting to a specific incident

- i. All incidents, [either in or out of class] will be recorded electronically
- ii. A senior member of staff [head or deputy head] will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.
- iii. Parents of all pupils involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident/investigation will be documented and added to the incident log

15. Dealing with an Incident

- a. Whenever a bullying incident is discovered, the school will go through a number of steps.
- b. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

16. The School expects to support all involved by:

- a. talking the incident through with all parties involved
- b. supporting the person who has been bullied to express their feelings
- c. supporting the person displaying the bullying behaviour to express their feelings
- d. discussing which rule(s) have been broken
- e. For specific measures on cyberbullying, refer to E-Safety policy.
- f. discussing strategies for making amends
- g. measures will be in line with the behaviour and discipline policy, and may include:
 - i. explanation why the inappropriate behaviour is unacceptable
 - ii. time away from an activity
 - iii. meeting with staff, parent and child
 - iv. missing another activity
 - v. formal letter home expressing concerns
 - vi. time out from the classroom
 - vii. pastoral support plan
 - viii. fixed term exclusion
 - ix. permanent exclusion

Safeguarding procedures will always be followed when child protection concerns arise.