



## MISSION STATEMENT

We are committed to working together to be a welcoming, caring community where everyone reaches high levels of achievement, feels valued and has confidence in their abilities and acts responsibly towards others. We aim to create a secure and caring environment that encourages the Christian traditions of worship and community service, in the context of a multi-cultural community and celebrate that we are all uniquely made in God's image.

## AIM OF THE POLICY

To agree:

- bullying of any kind is unacceptable in our school;
- a set of procedures are in place to ensure a consistent approach to dealing with bullying if and when it occurs;
- all governors, teaching, non-teaching staff, parents and pupils know what the school's policy is on bullying and follow it when bullying is reported.

## A DEFINITION OF BULLYING

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.

(DfE, 2014, p.6)

## DEALING WITH A BULLYING INCIDENT

We make it clear to pupils, staff, parents and governors that when bullying happens we will work as a community in accordance with the policy set out in this document to help both the people who are harmed and the perpetrators.

We will immediately ensure the safety of the victim and do our best to support improved behaviour from the bully. Both parties will be provided with separate in-house counselling sessions. We are aware that a change in attitude is not always or immediately reflected in a change in behaviour. These changes are difficult and can only be brought about by practice, with support and in the context of a continuing programme of development and change.

## PROCEDURES

An incident book is kept in each classroom, all incidents are logged so patterns can be spotted. The Midday Meals Supervisors also have an incident log and behaviour from playtimes and lunch times is recorded. The Headteacher monitors these termly. Any racial bullying is immediately reported to

the Headteacher and reported back to the Local Authority on a termly basis. All cases of bullying are reported to the school Safeguarding Governor.

When an incident occurs, children are listened to, both victim and perpetrator are interviewed and these conversations recorded on an 'Incident Record' form. It must be remembered that although we question pupils that the facts can often be very contradictory giving each child's own perspective. This is time consuming; sometimes it is difficult to get to the truth. <sup>i</sup>

The incident form also contains a section for any action taken, this may include any sanctions for the bully which can be found in the Behaviour Policy. The victim will be consulted to insure that they are happy with the sanction given to the bully.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that bullying may be prevented from happening in the future. Staff will monitor the behaviour of both the victim and bully.

## PREVENTION

In line with our Christian ethos, staff actively encourages children to have respect for each other and to follow Christian values of friendship, forgiveness and trust. We raise awareness of bullying through PSHEE lessons (personal, social and health and economic education), circle times and assemblies. Good and kind/polite behaviour is regularly acknowledged and rewarded. We take part in Anti-Bullying week each year. Staff reinforces a general message that children do not have to be friends with everyone else but they must be respectful of everyone else's feelings. High levels of supervision at playtimes and lunch times, we teach children from Reception to say 'Stop, don't do that' and if they persist to go straight to an adult.

## ADVICE FOR PARENTS

ALWAYS inform your child's teacher;

DO NOT encourage your child to change their behaviour in some way or ask them to 'hit back'. This can often make it worse as children are made to feel that it is their own fault that this is happening to them and that it is their responsibility to stop it. It is our responsibility and this must be made clear to children;

NEVER attempt to sort the problem out yourself by speaking to the child whom you think may be the bully or by speaking to their parents.

## ADVICE FOR PUPILS

ALWAYS tell an adult you trust about bullying i.e. a relative or teacher;

REMEMBER if you are being bullied it is not your fault.

## HELP ORGANISATIONS

### Parents

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 08451205204

Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)

### Children

ChildLine is the UK's free, confidential helpline for children and young people. They offer advice and support by phone and online, 24 hours a day. Whenever and wherever you need them, they'll be there. Call 0800 1111 or go online at [www.childline.org.uk](http://www.childline.org.uk)

Agreed by Governors  
(Chair Signature):



Date Signed:

6<sup>th</sup> November 2017

Policy Due for Review:

September 2019