

GREENS NORTON C OF E PRIMARY SCHOOL – ANTI-BULLYING POLICY

Approved by	Date	Due for Review
Mr Richard Owen (Chair of Governors)	May 2019	May 2020
Mrs Sue Marsh (Head Teacher)	May 2019	May 2020

INTRODUCTION

At Greens Norton Primary School we aim to educate, inspire and nurture every child, staff member, parent and governor in a loving and inclusive Christian environment, so we have the confidence and skills to excel in our achievements and flourish as fair and kind children of God.

Be fair, be kind and trust in God. Micah 6:8

STATEMENT ON BULLYING

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

AIMS AND PURPOSE OF THE POLICY

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

RELATED POLICIES AND DOCUMENTS

Behaviour Policy

Equality Policy

Online safety policy

Relationship and Sex Education policy

Staff Code of Conduct



Safeguarding policy

Whistleblowing policy

Valuing All God's Children (Guidance from the Church of England) Autumn 2017

DEFINITION OF BULLYING

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments including sexual harassment)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

REPORTING BULLYING

Pupils are regularly reminded that the best way of stopping or preventing bullying is to tell. Pupils can choose to tell any member of staff about bullying behaviour towards themselves or others and are actively encouraged to name adults who they trust; children record the names of these adults on their 'helping hand'. Sometimes children find it easier to tell another child or an adult at home, who should then report this to a member of staff in school.

Children are encouraged to tell an adult about bullying behaviour, but other opportunities for reporting include worry boxes which are kept in every classroom and checked regularly by the teacher; phone calls or emails to a staff member, either directly or via the school office.

ROLES AND RESPONSIBILITIES

- **The staff** at Greens Norton Primary School take all forms of bullying, including homophobic, biphobic or transphobic (HBT) bullying, seriously and seek to prevent it from taking place.

Staff will help prevent bullying through:

- ✓ The teaching of the school's values and the love of God for all members of the school community
- ✓ A clear behaviour policy that is consistently applied
- ✓ Teaching about bullying, what it is, the impact of bullying and what to do about it through PSHE lessons, Collective Worship and a focus week annually – Anti-Bullying week
- ✓ Teaching of Protective Behaviours to all children
- ✓ Online safety lessons
- ✓ Establishing a climate of trust and respect for all through careful listening by adults to all children and through an expectation and encouragement of respect for everyone by everyone through the school rule – be respectful
- ✓ Providing regular opportunities for all children to develop self-confidence and strategies to speak up for themselves and express their own thoughts and opinions
- ✓ Regular reminders to children of how and when to use the class worry boxes
- ✓ Challenging stereotypes by staff and pupils across the school
- ✓ Involving children in anti-bullying initiatives through class circle times, the school council and pupil surveys

Staff will take all reported or observed incidents of bullying very seriously. Anybody who witnesses an act of bullying should record it in detail and respond immediately – see below. Copies of the written record should be passed to the Headteacher.

Bullying that is seen or reported from outside of school but involving pupils of Greens Norton Primary School should be treated with the same seriousness and be recorded and responded to in the same way.

- **The Headteacher** is responsible for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all children. She receives all written reports of allegations of bullying together with outcomes from investigations. The Headteacher will bring any patterns and/or trends identified from collated records to the attention of staff and governors so that actions can be agreed. She will lead the review of the Anti-bullying policy and consult with stakeholders on its effectiveness.
- **Parents and carers** have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). They should support their child to report any bullying, either experienced first-hand or witnessed. Parents and carers who are concerned that their child might be a victim of bullying, or who suspect that their child may be the perpetrator of bullying, should contact the child's class teacher in the first instance via the school office, either in person, via email (bursar@greensnorton.northants-ecl.gov.uk) or phone (01327 350648). If a parent or carer is not satisfied with the response from the class teacher, he/she should contact the Headteacher.
- **Pupils** are taught about different kinds of bullying and how to watch out for signs of bullying. They are actively encouraged to tell somebody they trust if they are being bullied or are aware of someone else being bullied. Pupils are taught to be persistent and to keep on telling until it stops. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

RESPONDING TO BULLYING

When bullying has occurred, the following actions will be taken:

1. Staff will record the bullying on an incident reporting form which will be passed to the Headteacher. (See Appendix 1)
2. Support will be offered to the target of the bullying from the child's class teacher, or another member of staff identified as being trusted by the child. This may include support and advice in how best to respond to any bullying in future. It will be made clear to the child that they have done the right thing in making sure that adults in school know.
3. Staff will proactively respond to the bully who may require support from an adult in school to help them understand why his/her actions were wrong and the impact of these on others. A way of trying to put things right with the victim will be discussed and appropriate consequences will be applied (see Behaviour policy)
4. Staff will assess whether parents and carers need to be involved.
5. Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.
6. The Headteacher will monitor incident reporting forms and check for any patterns or trends that need addressing specifically.
7. The Headteacher will include information about incidents of bullying in the termly Headteacher report to governors

BULLYING OUTSIDE OF SCHOOL

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

DEROGATORY LANGUAGE

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff, recorded and monitored and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as the weekly class behaviour log.

PREJUDICE BASED INCIDENTS

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the Headteacher reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

MONITORING, EVALUATING AND REVIEWING

The Headteacher is responsible for monitoring the policy on a day-to-day basis. She is also responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

The Headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors

HELPFUL CONTACTS

ChildLine	www.childline.org.uk	Tel: 0800 1111
Kidscape	www.kidscape.org.uk	parent helpline: 020 7823 5430
Online safety	www.childnet.com	
Think you know (online safety)	www.thinkuknow.co.uk	
Anti-bullying network	www.antibullying.net	
Bullying UK – Part of Family Lives	www.bullying.co.uk	

Have parents/carers been informed? of the victim? <input type="checkbox"/> of the perpetrator(s) <input type="checkbox"/>

Please ensure that this completed record is passed to the Headteacher as soon as possible.

Bullying Incident Record (cont.)

Details of Incident: (continued)