



Anti- bullying Policy

School Aim Statement:	<p>Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the church at parish and diocesan level.</p> <p>The Christian Faith, and its practical expression, form a major part of the whole school ethos. The school aims to give children both knowledge and understanding of the Christian Faith while respecting and understanding other religions and cultures.</p> <p>The school aims to: -</p> <ul style="list-style-type: none">• ensure that all children receive their entitlement to a broad, balanced National Curriculum, encouraging them to have high expectations in all areas of the curriculum and to reach their full potential.• provide a secure and relaxed environment in which the children are encouraged to have a healthy lifestyle, to be tolerant and to grow in confidence and self-esteem.• ensure that pupils develop an open and enquiring mind and are encouraged to be creative, imaginative and inventive.• work in partnership with parents and the wider community.
Review History:	<p>Reviewed by Governors: June 2016</p> <p>Next review date: June 2019</p>
Issue Date:	<p>June 2016</p>

Objectives

All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.

- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously and do not tolerate it. Pupils and parents should be assured that they will be supported when bullying is reported.

Purpose

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. No person has the right to make another feel uncomfortable or unhappy. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a TELLING school. This means that anyone who knows that bullying is happening is expected to tell the staff.



Definition

Bullying is unfair and one-sided. It happens when someone persistently hurts, frightens, threatens, or leaves someone out on purpose.

Bullying behaviours include the following:

- Hurting someone physically by hitting, kicking, tripping, or pushing
- Stealing or damaging another person's things
- Ganging up on someone
- Verbal abuse by name calling, offensive mimicry
- Teasing someone in a hurtful way
- Using put-downs, such as insulting someone's race or making fun of someone for being a boy or a girl
- Spreading rumours or untruths about someone
- Leaving someone out on purpose, or trying to get other children not to play with someone.

The above behaviours will often leave the victim feeling stressed, lonely, anxious, lacking in confidence and suffering from poor self esteem.

Prejudice related bullying

All of the above are often present in the following forms of prejudice related bullying.

Bullying on the grounds of body image/ size / obesity – children who are perceived to be overweight are often considered by their peers to be inferior and less valued.

Homophobic bullying – In homophobic bullying, a person is targeted for being perceived as a lesbian or gay. People do not have to be homosexual to suffer homophobic bullying.

Racist and religious bullying In racist and religious bullying, a person is targeted for being perceived as being a member of a different ethnic, cultural or religious group. People do not have to be of that group to suffer racist or religious bullying.

Sexist bullying In sexist bullying, a person is targeted for being perceived as a member of a particular gender.

Classist bullying In classist bullying a person is targeted for representing a perceived class or socio-economic group.

Disablist bullying People with special needs or disabled people may be less able or more reluctant to articulate experiences as well as others, however they are often at greater risk of being bullied, both direct or indirectly and usually about their specific difficulties or disability.

Cyber bullying This takes the form of sending offensive messages to an individual by phone, text or e-mail or by posting offensive information about an individual on a website, chat room or blog.

Bullying outside of school This includes all of the above but taking place off the school site but affecting children in the care of the school.

Bullying of teachers by pupils This includes the spreading of rumours about a teacher, verbal abuse directed at a teacher, as well as physical violence towards a teacher by a pupil.

Prevention

The role of governors

The governing body supports the Head teacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not tolerate bullying in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur through termly Head teacher reports, and reviews the effectiveness of the school policy regularly. The governors require the Head teacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.



The role of the Head teacher

It is the responsibility of the Head teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school, this through the school ethos, themes for collective worship and PSHE&C.

The Head teacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.

The Head teacher sets the school climate of valuing each other and praising successes, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Head teacher will arrange an annual survey of bullying, the school council will review the results and recommend further actions.

The Head teacher will meet with all victims who have reported bullying to ensure that actions have been taken to resolve their difficulties and to ensure that the bullying has stopped.

The role of teachers and staff

Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

If teachers witness an act of bullying or are made aware of a child being bullied over a period of time, they do all they can to support the child who is being bullied, including talking through the situation with them, discussing ways to avoid the act being repeated and taking action to resolve the situation.

Incidents involving bullying behaviour will be recorded and the parents of the child engaging in bullying behaviours will be informed and the child will be dealt with in accordance with the Behaviour policy.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. We may become aware through witnessing an incident, a report from a child or a report from a parent.

We use the no-blame method, as recommended by Warwickshire LA.

Staff will investigate the incident carefully by interviewing the alleged victim, the alleged bully/bullies and any bystanders.

Ensure that the bully is clear about the effects his/her actions are having on the victim.

Identify if possible the reason for the bully's behaviour.

The bully should be asked to genuinely apologise. Other consequences in line with school behaviour policy may take place, as appropriate, including informing the bully's parents.

Agree positive actions which the bully can take to change their behaviour and avoid a reoccurrence.

If appropriate agree, actions which the bystanders/ friends can take to prevent further bullying.

Agree a time to review the success of the actions.

Explain the consequences to the bully of further bullying. (Behaviour Policy)

If a child is repeatedly involved in bullying other children, inform the Head teacher. We then invite the child's parents into the school to discuss the situation.

Record details of the event, action taken, names of those involved and dates.

After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. All children will be made aware of this policy and Appendix 2

- Closely supervise students in all areas of the school and playground.
- Watch for signs of bullying and stop it when it happens.
- Respond quickly and sensitively to bullying reports.



- Assign consequences for bullying based on the school behaviour policy.
- Provide immediate consequences for retaliation against pupils who report bullying.

The role of all children

Children will do the following things to prevent bullying:

- Treat each other respectfully.
- Refuse to bully others and refuse to let others be bullied
- Refuse to watch, laugh, or join in when someone is being bullied.
- Try to include everyone in play, especially those who are often left out.
- Report bullying to an adult, school counsellor or peer mediator.

The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

If a parent continues to be concerned or if the problems reoccur they should go back to the school and discuss their concerns with the Head teacher.

If a parent is not satisfied with the way that the situation has been dealt with, they can write to the Head teacher to make a formal complaint. If still dissatisfied after the Head teacher has investigated, parents can write to the Chair of the Governing Body asking that the situation be formally reviewed.

Parents have a responsibility to support the school's anti-bullying policy and behaviour policy and to actively encourage their child to be a positive member of the school.

Visitors to the school grounds

Any visitors to the school grounds engaging in bullying activities will be reported to the police.

Bullying of staff

All staff have a right to go about their work in an environment free from bullying. Any staff member experiencing bullying of any kind from pupils, parents, other adults or other staff members should report their concerns to the Head teacher. If the concern involves the Head teacher they should report concerns to The Chair of Governors.

Race equality

Any instance of bullying involving racist language or racist in nature will be dealt with in accordance with the behaviour policy

Revisions: 2010 None
2011 Add concerns re staff
2016 None



Appendix 1

Advice to Parents (Taken from Bullying on-line at www.bullying.co.uk)

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

If you think that your child is being bullied, contact the school, as they may not know.

See the class teacher and explain your worries in a friendly non-confrontational way.

Ask how your child is getting on with others in class and raise any issues of conflict with other children.

Ask if the teacher has noticed if your child seems unhappy and isolated, is being excluded from games in the playground or regularly does not have partner to work with in class.

Ask the class teacher if they can keep an eye on the situation and let you know if they have any concerns.

Ask what the teacher suggests would be the best way of sorting it out.

At this stage it can be helpful to try to increase your child circle of friends, by inviting a number of children home regularly, to forge stronger friendships.

If the bullying continues:

Keep a diary of what your child says is happening or get your child to keep their own diary.

Write a note to your child's class teacher explaining that the problem is still unresolved.

Ask for your letter to be put onto your child's school file, together with a note of action taken.

Suggest that contact between the bully and your child is monitored and limited.

This often has the desired effect, but if not, it's time to write to the head teacher, outlining everything that has gone on, and including evidence from the diary to back up your complaint. Putting your complaint in writing is essential so that there is a record of your concern.

Anti- bullying policy



DUNCHURCH BOUGHTON C of E (VA)
JUNIOR SCHOOL

In your letter to the head teacher ask what strategy can be introduced to deal with the problem and how it will be monitored to make sure it is effective.

Ask what action has been taken on earlier bullying complaints. Schools have a variety of possible sanctions.

These include:

- A warning
- Calling the bully's parents into school
- Detention
- Internal exclusion within school
- Fixed term exclusion
- Permanent exclusion

If bullying is happening in the corridors or playground then ask for supervision to be increased.

Ask for a copy of your complaint to the head teacher to be answered in writing and for a copy to be put onto your child's file with a note of action taken.

If your child has been assaulted at school and the bully is older than 10 years then it is possible to make a complaint to the police. If the bully is younger than 10, the police will not be able to do anything. However, they are often very good at warning bullies off in front of their parents. Attacks by older pupils may result in cautions or prosecution, particularly if injury is involved.

It is important not to take matters into your own hands and to confront the bully's parents. This can lead to serious arguments.

If your child is particularly unhappy then take them to the doctor so that their distress can be recorded and help given if appropriate.

Parents risk prosecution if their children fail to attend school and are not being home educated. Children staying at home in these cases are regarded as an unauthorised absence.

If the school asks you in to discuss the matter, then try to take a partner or friend with you. Make note of the points you want to make beforehand and be firm but polite. Don't get into an argument.

After each visit send a letter to the school outlining the points of the meeting and action you have been told they will be taking. If you weren't happy with the outcome of the meeting then say so in the letter.

By now the problem should have been resolved, but the bullying may continue.

The next step is to write to the chair of governors. Write to him at the school address. Explain the background and enclose any letters between you and the head. Ask for an immediate investigation. This is also the time to ask questions of other parents. Your child may not be the only bullying target and you may find other parents are keen to back up your complaint.

If this doesn't work, the next step is to make a formal complaint to the LA and ask for an investigation to be carried out and a report issued.

If you do not feel your concerns have been properly investigated you can complain to your Local Government Ombudsman – who can investigate the LA's role in investigating your complaint.



Appendix 2

Advice to children

If you are ever a victim of any kind of bullying always try to remember two things.

- It is not your fault.
- You do not have to put up with it.

There are many ways to deal with bullies that will help to protect you and prevent you being drawn into any kind of conflict.

1. Tell someone that you trust

Nothing is ever so awful that you can't tell someone. If the problem has arisen in school, talk to your teacher or an adult helper. They should be able to take action to sort the bully out. Talk to your parents, so that they can talk to your teacher. Talk to a friend, who can talk to a teacher for you. Don't keep it to yourself.

2. Say no – mean no

If you don't want to do something, then say no and mean it. Don't smile, stand up straight to show that you are not afraid. Look people in the eye.

3. Stay cool

If someone is teasing you and winding you up – stay cool. Say things like 'ok', 'yeah' – 'so you say' instead of rising to the bait.

4. But if you feel you are in real danger

Never put yourself in danger by trying to keep hold of your things. Belongings can be replaced – you can't.

5. Walk away

Never hang around in a bad situation. Get away as soon as possible. If you know there are places where people hang about you don't feel safe with – stay away but tell an adult about these places.

6. Get help

If you feel that you or someone else is being ganged up on, try to get help straight away.

7. Avoid the bully

Avoid sitting next to the bully, ask your teachers to arrange that you are moved.

Don't line up next to the bully, move away from them.

Avoid games where the bully is playing.

But tell someone so the bullying can be addressed and you don't have to avoid the bully.



Appendix 3

HELP ORGANISATIONS:

Advisory Centre for Education (ACE) 020 7354 8321 www.ace-ed.org.uk

Children's Legal Centre 0845 345 4345 www.childrenslegalcentre.com

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222 www.parentlineplus.org.uk

Visit the Kidscape website www.kidscape.org.uk for further support , links and advice.