



CHRISTIAN MALFORD, SEAGRY AND SOMERFORDS' WALTER POWELL PRIMARY SCHOOLS

Anti-Bullying Policy

Approved by: Local Board

Adopted: 19th November 2018

Due for review: November 2019

Vision statement

A Christian values-led education that provides opportunities to enjoy 'life in all its fullness' through inspirational staff leading personalised learning, and encouraging aspirational pupils who have respect for themselves, others and their environment.

Introduction

*"All children are a gift from God. They are all special and should be allowed to develop and grow in a nurturing environment secure in the knowledge that they are cherished."*¹

At our Schools we endeavour to create a safe and stimulating environment where everyone knows that they are valued. A person has the right to be treated with respect and has the responsibility to treat others in the same way. Pupils are given the confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

Aims and objectives

- To promote a secure and happy environment free from threat, harassment or any type of bullying behaviour.
- To create a school ethos in which bullying is regarded as unacceptable.
- To produce a consistent response to any bullying incidents that may occur.
- To inform pupils and parents of the schools' expectations and to foster a productive partnerships which help maintain a bullying- free environment.

What is Bullying?

Bullying is when one person or a group of people hurt other people on purpose a number of times by words and actions.

Bullying makes the victim feel unsafe and unhappy.

The different types of bullying:

- **PHYSICAL:** when a person is touched in a way that hurts e.g. kicked, tripped, pinched, elbowed, etc.
- **VERBAL:** when words are used to hurt a person e.g. swearing, nasty graffiti, nasty note writing, rumours, gossip etc.
- **EXCLUSION:** when someone or a group deliberately leaves someone out to hurt them
- **EXTORTION:** when someone is threatened or forced to give something or do something they don't want to do
- **GESTURE:** using body signs to hurt another's feelings e.g. pulling faces, hand or finger signs etc.
- **RACIAL:** when someone puts another person down because of their race, different religion, skin colour, language etc.
- **SEXUAL HARASSMENT:** touching or saying something about another person's body to make them feel bad
- **TRANSGENDER/HOMOPHOBIC BULLYING:** when a person is bullied because of their sexuality
- **CYBER BULLYING:** when any form of bullying is used via mobile phones, chat rooms, social networking sites, instant messaging or email.

Who is a Bully?

- A person who hurts others with their words and actions.
- A bully can be one person or a group of people.
- Bullies may appear to be popular but they are often disliked.
- Bullies bully for entertainment, to get even with others, because they want attention or want to be funny.
- Bullies can be female or male of any age.
- Bullies don't always consider other people's feelings.

What can pupils do to help themselves?

DON'T SUFFER IN SILENCE

- Talk to someone you can trust.
- Walk away.
- Report to an adult.
- Believe in yourself. Don't believe what a bully says to you. You know it is not true.
- Try using humour by saying something funny.
- It's your right to feel safe and happy in your school environment. You have support, you know you can ask for help because you have a school that cares about your feelings.
- Look for pupils who are having problems with others and offer them support.
- Tell the bully what behaviour you don't like and what you want to happen.

What parents can do to help

- Listen carefully to your child to get the relevant facts without interrogation.
- Ask them how they felt about the incident.
- Explore alternative courses of action; for example:
 - acting more assertively
 - making friends who can help
 - speak with a teacher or counsellor.

Share information between home and school.

What the school can do to help

- Be aware that bullying is happening – listen to people.
- Work towards providing an environment where all feel secure and valued.
- Provide staff professional learning, parent information sessions and information for new school community members on the anti-bullying policy.
- Provide and ensure that counselling and peer mediation is readily available.
- Act upon any reported cases and keep records of incidents of bullying.
- Evaluate and monitor the effectiveness of the school anti-bullying policy through surveys, review and the implementation of ongoing and new strategies.
- Involve the pupils, staff and parents in the implementation of the policy.
- Adults to model and recognise appropriate behaviour.
- Teach units of work to help students understand what bullying is and what strategies to use.

Actions and consequences

- All parties will be interviewed and incidents recorded.
- School-based consequences or counselling with teacher or support staff.
- Parents will be contacted. Formal interviews may be arranged between parents of the bully/victim and the school.
- Any case of retaliation against a person for reporting bullying will be treated very seriously.

Policy review

This Policy will be reviewed annually but is due for its next review in November to tie in with Anti-bullying week in the three schools.

This Anti-Bullying Policy was reviewed by pupils, staff during Anti-Bullying week in November 2018 and was approved by the Local Board on 19th November 2018

Signed:

Chair of the Local Board