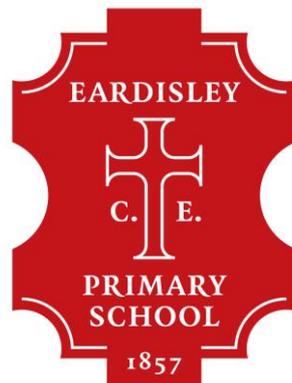


Eardisley CE Primary School



Anti-Bullying Policy

Date Agreed: October 2017

Our Values and Vision

At Eardisley CE Primary School we uphold and nurture our Christian ethos through focus on our Christian values that infuse school life. We seek to develop children's self-esteem and sense of worth by creating an environment in which they feel positive about themselves. We create a safe, healthy and happy school community in which children and adults are cherished and valued.

Definition of Terms: What is Bullying?

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to special educational needs.
- Bullying related to appearance or health conditions.
- Bullying of young carers or looked after children or otherwise related to home circumstances.
- Cyber bullying.

Principles

- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All members of our community will be listened to and taken seriously.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

Aims and Objectives

- To make Eardisley CE Primary School a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at Eardisley CE Primary School.
- To enable everyone to feel safe while at Eardisley CE Primary School and encourage children to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

The objectives of our anti-bullying policy

- To maintain and develop effective listening systems for children, and staff within Eardisley CE Primary School;
- To involve all staff in dealing with incidents of bullying effectively and promptly;
- To equip all staff with the skills and information necessary to deal with incidents of bullying;
- To involve the wider school/ community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents;
- To communicate with parents and the wider school community effectively on the subject of bullying;
- To acknowledge the key role of every staff member in dealing with incidents of bullying;
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information, where appropriate sharing it with relevant organisations;
- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

Specific Preventative Practice and Procedures; what we do to prevent bullying

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. All members of the school community are expected to report incidents of bullying. All staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect. The Head teacher has the legal power to make sure pupils behave outside of school premises. This includes bullying that happens anywhere off the school premises, for example on public transport or in a town centre.

Staff:

- Provide children with a values-based framework of behaviour
- Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying through assemblies, activities, stories, role-play, discussion, peer support, school/children's council, PSHE etc.
- Through the head teacher, keep the governing body well informed regarding issues concerning behaviour management

Involvement of pupils

We:

- Ensure that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively;
- Discuss children's views on the extent and nature of bullying through Circle Time and PSHE. Ensure children know how to express worries and anxieties about bullying.
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve children in anti-bullying campaigns in school where appropriate.
- Publicise the details of helplines and websites.
- Offer support to children who have been bullied.
- Work with children who have been bullying in order to address the problems they have.

Liaison with parents and carers

We:

- Meet with parents/carers regarding their concerns on bullying and deal promptly with complaints.
- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Ensure parents / carers know where to access independent advice about bullying.
- Work with parents and the local community to address issues beyond the school gates that give rise to bullying.
- Parents/ carers in turn work with the school to uphold the anti-bullying policy.

In order to make this happen we:

- Discuss, monitor and review our anti-bullying policy at least once every two years.
- Support staff to promote positive relationships and identify and tackle bullying appropriately.
- Seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when

appropriate.

- Ensure governors are informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- Identify one governor to lead on anti-bullying.

Dealing with an Incident

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved. The school community need to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted. Any discipline must take account of special educational needs or disabilities that the pupils involved may have.

Eardisley CE Primary School expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their feelings
- Discussing which rule(s) have been broken
- Discussing strategies for making amends
- Measures will be in line with the Eardisley CE Primary School behaviour and discipline policy, and may include:
 - Explanation why the inappropriate behaviour is unacceptable.
 - Reparation of damaged relationships
- Put in place appropriate sanctions, including:
 - Time away from an activity
 - Meeting with staff, parent and child
 - Missing another activity
 - Formal letter home from the head teacher expressing concerns
 - Time out from the classroom
 - Pastoral support plan
 - Fixed term exclusion
 - Permanent exclusion
- Safeguarding procedures will be followed when child protection concerns arise.

Recording: Reacting to a specific incident

- All incidents, [either in or out of class] will be recorded by the school.
- The Headteacher will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.
- Parents of all children/young people 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.

The Law

Some forms of bullying are illegal and should be reported to the police. These include:

- violence or assault
- theft
- repeated harassment or intimidation, for example name calling, threats and abusive phone calls, emails or text messages
- hate crimes

The school would call 999 emergency services if someone was in immediate danger.

In addition, schools must also follow anti-discrimination law. This means staff must act to prevent discrimination, harassment and victimisation within the school. All staff are alert to this and report any concerns swiftly.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Values Education Policy
- PSHE Policy
- Behaviour Policy.
- Safeguarding Policy
- The Prevention of Extremism Policy
- Equalities Policy
- The recording of racial incidents.

The school uses the guidance by the DfE and the Anti-Bullying Alliance to inform its action planning to prevent and tackle bullying.

Review of policy

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by governors once a term.

Through the development and implementation of this policy, Eardisley CE Primary School trusts that all children, parents/carers and staff will:

- Know who can be contacted if they have any concerns about bullying.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.
- Feel confident that everything is being done to make Eardisley CE Primary School a safe and secure environment.