



Anti-Bullying Policy

Date of approval: December 2017

Review date: December 2020

Staff lead: Tina Blankley

Approved by: FGB

Our aims and objectives

Chancel Primary School is committed to a policy of inclusion, to equality and justice. Within Chancel Primary School we want all children to feel safe and to learn, play and enjoy the company of others. All children will be treated fairly, with respect and dignity and we will listen carefully to what the children have to say and we will treat all children's accounts with due seriousness.

Chancel Primary School recognises that:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- All acts of bullying have a harmful effect on pupil development, both educational and social.
- Needs of both the "bullied" and "bullies" should be identified and addressed in a supportive manner.
- Dealing positively with bullying encourages an ethos that promotes respect, co-operation and understanding of others, thus preparing pupils for life in a diverse society.

The aim of this policy is to clarify to all members of staff, pupils and parents that bullying is always unacceptable. We aim to encourage a climate of positive support in our school, which empowers individuals to realise that they do not have to tolerate bullying and that they **must inform** someone if they are being bullied. Children must be confident that they will be listened to and that action will be sensitive to their needs.

This school follows DfE advice (July 2017) for preventing and tackling bullying <https://www.gov.uk/government/publications/preventing-and-tackling-bullying> including:

- Section 89 of the Education and Inspections Act 2006 provides that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils.
- Every school must have measure to encourage good behaviour and prevent all forms of bullying amongst pupils.
- Where bullying outside school is reported to staff, it should be investigated and acted on. The headteacher should consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority. If the misbehaviour could be criminal/poses a serious threat to the public, the police should always be informed.
- The Education Act 2011 amended the power in the Education Act 1996 to provide that when an electronic device, such as a mobile phone, has been seized by a member of staff, as authorised by the headteacher, that staff member can examine data or files, and delete these, where there is good reason to do so. This power applies to all schools and there is no need to have parental consent to search through a young person's mobile phone.
- If an electronic device has been seized and the member of staff has reasonable ground to suspect that it contains evidence in relation to an offence, they must give the device to the police as soon as it is reasonably practicable. Material on the device that is suspected to be evidence relevant to an offence, or that is a pornographic image of a child or an extreme pornographic image, should not be deleted prior to giving the device to the police.
- School staff, Headteachers and governors are best placed to decide how to respond to the particular issues that affect their pupils. There is no single solution to bullying which will suit all schools.

What is bullying?

The children and Parents / Carers were all asked about bullying and the school has adopted the following collaborative definition which is our shared understanding of what bullying is:

Bullying is any deliberate, hurtful, upsetting, frightening or threatening behaviour by an individual or a group towards other people. It is repeated over a period of time and it is very difficult for the victims to defend themselves (remember STOP – it happens Several Times On Purpose). Bullying is mean and results in worry, fear, pain and distress to the victim/s.

Bullying can be:

- Emotional - being unfriendly, excluding, tormenting, ridicule, humiliation.
- Verbal - name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone.

- Physical - pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things.
- Racist - racial taunts, graffiti, gestures, making fun of culture and religion.
- Sexual - unwanted physical contact or sexually abusive or sexist comments.
- Homophobic - because of/ or focussing on the issue of sexuality.
- Online/cyber - setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones.
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

It is important to understand that bullying is **not** the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose (STOP).

Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, the odd name calling or childish prank. We all have to learn how to deal with these situations and develop social skills to repair relationships.

Who is covered by this Policy

All pupils, whether permanently or temporarily on the school roll, will be covered by this policy.

Statement of practice

Bullying is an issue which is addressed through timetabled PSHE/SMSC topics, circle time and assemblies. We believe prevention is better than cure and employ a range of techniques which promote positive behaviour, encourage an ethos of collective responsibility and discourage bullying:

- Playground Buddies/Monitors/Play-leaders and Prefects.
- National Anti-Bullying Week activities
- Open door policy
- 'Worry' box in classrooms
- Anger management (where appropriate)
- Parental involvement
- School Council

Pupils will learn best in a safe and calm environment, that is free from disruption and in which education is the primary focus. Children are given clear guidelines on what to do if they experience bullying. Incidents will be monitored and recorded and acted upon where necessary.

Individual Responsibilities

School Staff have a duty to:

- Be **seen** to deal calmly but fairly and firmly with the bully.
- Speak to the parents of the children involved, to keep them informed.
- Keep children separate if necessary and practical.
- Let the bully know that his/her behaviour is totally unacceptable.

- Make other staff aware of bullying incidents.
- Establish support mechanisms to help children who have been bullied and to find constructive ways to help those who have bullied to change their behaviour.

Children should be expected to:

- Report all incidents of bullying.
- Act in a respectful and supportive manner to fellow pupils, reporting any suspected incidents, which the victim may feel too afraid to report.
- Work with the aims and objectives of this statement.
- Refrain at all times from behaviour, which would constitute bullying.

Parents must endeavour to:

- Remind their children about STOP – and that an occasional incident does not constitute bullying.
- Stress to their children the importance of sociable behaviour.
- Report any misgivings they have about bullying.
- Actively endorse and support the anti-bullying policy.
- Take note of the school’s philosophy that it is not appropriate to use physical violence against a bully.

Management of bullying incidents.

Bullying behaviour may be:

- Witnessed by children and/or staff.
- Disclosed by the person being bullied.
- Reported to the class teacher or Head teacher/Chair of Governors by means of a parental complaint or concern.

Initially we must ascertain if the behaviour can be defined as bullying in line with our policy definition. Once we are aware that bullying is taking place the issue needs to be dealt with immediately. The person being bullied needs to know that the matter is being dealt with and that it is being taken seriously.

For the person displaying bullying behaviour, appropriate sanctions will be applied. There will be communication with parents.

Support will be provided for the person who has been bullied.

A record of the incident will be made.

Equality Information

This policy is underpinned by the Equality Information and Objectives Policy for Chancel Primary School which is available on request.

As a dyslexia friendly school we take into account the needs of children with specific learning difficulties.

This policy applies to the whole of Chancel Primary School, including the Early Years Foundation Stage.

Monitoring and Reviewing

The Governing Body shall review this policy every three years and we will work actively to minimise risks that may lead to bullying behaviour.

Approved by Governing Body (sign): _____

Dated: _____