

*Through our Christian Values - Friendship, Compassion & Trust:
We "Encourage, Build & Hope together...no one left behind." 1
Thessalonians 5-11*



At our school we aim to develop each child fully - socially, physically, intellectually, morally and spiritually by fostering a caring inclusive community based on clear Christian values, in keeping with our status as a Voluntary Controlled Church of England School, which encourages an understanding of the meaning and significance of faith, which recognises and respects the beliefs and religions of others.

Anti-Bullying Policy

It is a primary aim of our school that every member of the school community feels valued and respected, and that each person is treated fairly and well. We are a caring Christian community, whose key Christian Values are Friendship, Compassion & Trust. Relationships and behaviour are integral to our happy, healthy and safe learning community.

We aim for every member of the school community to feel safe, happy, valued and respected, and that each person is treated fairly and well. We are a caring community with mutual trust and respect for all. We also actively teach, promote and expect excellent behaviour for learning which facilitates high quality, outstanding learning inside and outside of the classroom.

Our school has three school rules for our pupils.

- We follow instructions.
- We keep hands, feet and objects to ourselves.
- We use positive appropriate language.

It is our intention to ensure that every child and parent feel confident that incidents of bullying will be dealt with effectively. The school will discuss with the child what is happening and endeavour to help them understand and overcome their fears. We will help the child to feel good about him/herself and proud of who they are. Every child in the school will be encouraged to report incidents of bullying.

Identifying Bullying

Bullying is the intentional and repetitive hurting of one person by another. It may take many forms, for example:

Physical, e.g. hitting, kicking, persistent misuse of another person's property

Verbal, e.g. name calling, insulting, racist remarks

Indirect, e.g. spreading nasty stories, excluding someone from a social group, engaging other children to act in an unfriendly way

Cyber bullying i.e. use of the internet, chat sites or other media e.g. mobile phones in a way which causing hurt and worry.

In the event of bullying the following action should be taken:

Children should immediately tell the nearest adult after the incident e.g. member of staff on duty or lunchtime supervisor.

If they are unable to do so at playtimes he/she should speak to his/her class teacher or the Head Teacher.

If none of the above opportunities for sharing the child's dilemma have taken place, he/she should talk to a parent or carer after school.

Parent /carer should immediately inform their child's class teacher or Head Teacher about the incident(s).

Groups of children are asked to respond to bullying incidents by reporting them to the nearest adult.

School action to stop the bullying

As prevention is better than a cure the school has assessed, evaluated and initiated many activities on how to prevent bullying. The school follows the LA PSHCE Curriculum; we gather the views of the children through the class and school councils; parents and children are invited to consultation evenings, lunchtime staff and classes have incident logs. These can be used to identify bullying or where bullying is reported can be used to get an overview over time. The school ethos is one of caring and support; inclusion is a priority for the school. Staff should act as good role models for children by being respectful to each other and to children.

If however bullying is identified the process to be followed is:

1. Incident reported.
2. All children involved are interviewed.
3. Parental and/or staff views are gathered as appropriate.
4. Bullied child and bully are counselled.
5. An appropriate course of action is undertaken by the school to modify the behaviour of the bully.
6. Parents are informed and their views gathered.
7. A record of the incident will be kept, as will subsequent reports concerning the bully.
8. Over the following months the relationship between the bullied child and the bully will be monitored by the class teacher, lunchtime supervisors and senior management, with regular contact between home and school
9. This policy will continue to be monitored regularly and will be referred back to the Governing Body for ratification

Parent partnership

We have a concept of the school family and we see the relationship that we have with parents as a partnership, therefore we will enlist their support to eradicate bullying.

Governors

Should a parent/care refer a concern over a bullying incident to any governor, the governor should contact the Head immediately to see if the incident is known to the school. If the school is aware but the parents are concerned and feel that the school is not dealing with the issues, they should be given a copy of this policy and the complaints policy.

Reviewed September 2018