



Aims of the policy

Our School Aims state *“Within a Christian ethos we strive to create a caring community. We encourage all members of our school to respect themselves and each other. We establish high standards of behaviour, reinforced by praise and underpinned by Christian values.”*

Our School Values are Love, Courage and Respect. We believe that children cannot fully flourish when they are the victim of bullying or the perpetrator of it. We strive to embed a culture of mutual respect where bullying, in any form, will not be tolerated.

This policy sets out how we aim to achieve this.

What is bullying?

“When a person’s or group of people’s behaviour over a period of time leaves someone feeling one or more of the following, it *could* be bullying.

- Hurt, either in their body, their emotions or their mind
- Worried or frightened
- Unsafe
- Unable to do well and achieve
- ‘Badly different’, alone, unimportant or unvalued
- Unable to see a happy and exciting future for themselves

When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this *is* bullying.”

Why do people bully?

There are lots of reasons why a person can begin to behave in a bullying way. Some have learned their bullying behaviour from someone else, and think that is the way to treat other people. Often, it is because they enjoy the feeling of being in control. Sometimes, it stems from jealousy. In some cases, they do not fully understand how they are making the other person feel, and in most cases they haven’t yet learned to care about how they make other people feel. It may take a long time to change a child’s bullying behaviour completely, and may, in some cases, involve the child or family working with a range of specialist support.

What does bullying look like?

Bullying can take a lot of different forms, but most bullying falls into one of six categories:

- **Verbal:** This can take the form of name calling, threatening behaviour or unkind use of words. It may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- **Physical:** A child can be physically punched, kicked, hit, etc
- **Attitude:** This happens when one person bullies another with threatening/aggressive/ unkind body language. Although words are not being used, a clear message is being sent.
- **Exclusion:** A child can be bullied simply by being excluded from discussions/ activities/ groups. A child can be left without friends



- Damage to property or theft: Pupils may have their property damaged or stolen. Physical threats may be used by the bully in order that the pupil hands over property to them.
- Cyber bullying: This happens when someone threatens, frightens or hurts someone using the internet or mobile phones etc.

What do we do in school to make sure that bullying doesn't happen?

We try to live out our Christian ethos in all that we do, so that all adults will role model kind behaviour, including thoughtfulness, gentleness and empathy. We make regular reference to our school values of Love, Courage and Respect when talking to children about how to treat each other and how to resolve problems that occur.

We demonstrate that we value kind behaviour through:

- Immediate celebration – in the corridor, in the classroom, on the playground, in Collective Worship, telling parents and carers
- Celebration Assemblies and the awarding of Headteacher's Certificates
- House points/smiley faces/stickers
- Individual Celebrations in Class eg Star of the Day
- Giving further responsibility

We encourage children to look after each other and notice when someone might need support:

- Year 6 children are buddies to children in Acorns
- We establish links between classes and spend times building friendships between these classes
- New children joining the school are always given a 'buddy' from their own class
- We have a Buddy Bench on the playground where children can sit if they need a friend
- We award a 'Buddy-like Behaviour' cup every term to a child or group of children who have consistently supported others in their play or learning

We use systems in class and around the school where children can alert an adult if they are feeling worried, including the use of the 'Worry Box' outside the Headteacher's office.

We encourage an atmosphere where we talk about our feelings and listen to other people's feelings. We do this through various aspects of our curriculum in every class:

- Personal, Social, Health and Emotional Education (PSHE) including the use of SEAL (Social and Emotional Aspects of Learning) materials
- Circle time – where issues are regularly discussed and rehearsed, sometimes through role play and drama
- Religious Education (RE)
- Collective Worship
- School Council

We talk about bullying regularly, and get involved in national initiatives such as 'Anti-Bullying Fortnight.'

We make sure that people know about this Bullying Policy.



What about bullying outside school?

Bullying behaviour can take place both inside and outside of school. Bullying outside of school can impact on the school day – this may include incidents of cyberbullying; bullying on the way to and from school; and any arguments between peers or parents outside of school that can lead to bullying behaviour. There may also be additional problems in families and the wider community that have an impact on bullying behaviour in school, such as a climate of racism and/or harassment, family feuding, domestic violence or gang-related behaviour.

Where bullying is happening outside school but impacting on pupils inside school, we will do everything we can to acknowledge, identify and change the bullying behaviour. This may include working with pupils in school, working with families, and could lead to the involvement of outside agencies where appropriate and/or necessary including family support services, community services, police and social services.

What constitutes serious bullying? What happens then?

All incidents of bullying are painful and have consequences, and are taken seriously by us. Very occasionally incidents occur in schools that are so serious that they may result in exclusion, a criminal investigation and/or a referral to a specialist agency such as social care teams within the local authority. They might occur despite prolonged involvement and support from a range of agencies for a bullying pupil and his/her parents or carers, and where a pupil is old enough to fully understand the consequences of their continued unacceptable behaviour.

INFORMATION FOR CHILDREN – What we tell our children

What should happen if you are being bullied?

The most important things to know and do are these:

- It's important to tell someone – a friend, a teacher, your parents – someone you trust. Don't suffer in silence – that is what the bully wants.
- It is best to tell an adult you trust straight away. You will get immediate support.
- Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

You could also think about these things:

- Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset. It is hard, but a bully likes to see that they have made you unhappy.
- Stay with a group of friends/people. There is safety in numbers.
- Be assertive – say "No" loudly and clearly. Walk confidently away. Go straight to a teacher or member of staff.
- Fighting back may make things worse.



What should you do if you think someone is being bullied?

- Take action. Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- Look out for people and stick up for them. If you think someone is being left out, offer to let them join your game.
- If you feel you cannot get involved, tell an adult immediately. Teachers will deal with the bully without getting you into trouble.

What will we do for children who are being bullied?

- We will listen to you and take seriously what you say.
- We will make sure that you always have an adult to turn to if you need to talk or need help.
- We will make sure that you have someone to be a friend to stick with you though this.
- We will make sure that we talk to the person who is acting in a bullying way towards you and help them to change their behaviour. We will not give up until the bullying has stopped.
- We will talk to your parents to let them know what is happening and how we are helping you. We will ask them to help you and to support us to stop this bullying.

What will we do for children who are bullying?

- We will talk to them and their parents about their behaviour.
- We will explain to them the effects of their behaviour and help them to change their behaviour. This may involve providing them with an older buddy.
- We will listen to them, as there may be reasons why they are acting in the way they are. We will never condone or agree with their action.
- We will try and find someone that they can talk to that they trust.

If things don't change and the behaviour continues, we will follow the procedures set out in our Behaviour Policy.

INFORMATION FOR PARENTS

What can parents do to help?

Parents and carers have an important part to play in our bullying policy. We ask parents to:

- Help children understand the difference between falling out with someone and being bullied. Don't jump to conclusions or use the bullying label to describe unkindness. Encourage children to be ready to make up and resolve issues, with appropriate support.
- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard.
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.



- If a child has bullied your child, please do not approach that child or his/her parents on the playground or involve an older child to 'deal' with the bullying behaviour. Please inform school immediately.
- It is important that you advise your child not to fight back. It can make matters worse.
- Tell your child that it is not their fault that they are being bullied.
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.

How do we deal with a bullying incident?

We take each reported incident seriously. We ask our class teachers to notify the Head Teacher if incidents are reported to them, so that we can ensure that there is plenty of awareness from the outset. Whether it is reported by a child or an adult, we will make notes of the incident being reported, and spend time talking to both parties to get information about what has happened, and try to find out why. We spend time talking to both families, keeping them informed of what has happened and how we are dealing with it. We then agree a plan going forward, which we monitor over a period of time. We try to ensure that all parties are satisfied with the outcome, and encourage families to continue to touch base with us so that bullying behaviour does not recur at a later date.

What if parents aren't satisfied with the way we have dealt with a bullying incident?

Although we do our very best to reach a point at which all parties are satisfied, this may not always be possible. We have a formal Complaints Policy which details the procedures parents can follow if they remain unsatisfied with the way we have dealt with an incident. The Complaints Policy is available on our school website.

When will we review this policy?

We will review this policy every three years. The Governors' Curriculum, Standards and Pupil Welfare Committee has responsibility for monitoring this policy and its impact.