



## Northbourne Church of England Primary School

# Anti-Bullying Policy

### School Mission Statement Northbourne CEP School

#### Mission Statement

*"...if you have faith as small as a mustard seed...nothing will be impossible."*  
(Matthew: 17 v20)

#### VISION STATEMENT:

Our vision for Northbourne CEP School is to put *God* and *Family* at the heart of all we do. As a *nurturing* community, we use the parable of The Mustard Seed *"...if you have faith as small as a mustard seed...nothing will be impossible."* (Matthew: 17 v20) This guides the way we value and treat all members of our school community. Through our pastoral care and our rich curriculum experiences we provide a safe and dynamic learning environment in which all can flourish.

#### To grow in: Faith, Love, Compassion, Kindness, Respect & Forgiveness

Our six Christian Values are at the heart of our vision. Every day we aspire to grow in **Faith, Love, Compassion, Kindness, Respect and Forgiveness**, so that our school family may experience the joy and hope of **"life in all its fullness"** (John: 10 v10)

Review every year

Reviewed Sep 2022	Next review Sep 2023			
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This Policy was adapted from The Church of England Education Office.

## **1. School statement on bullying**

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. We aim to build a community of Hope, and Love around our village school; embracing all creation, valuing respect, dignity, diversity and individuality.

Northbourne Church of England Primary School is committed to providing a caring, friendly and safe environment for all its pupils, so that they can learn in a relaxed and secure atmosphere. The school expects all members of the school community to be treated equally in line with its Christian values and it believes that bullying of any kind is unacceptable at Northbourne Church of England School. If bullying does occur, all pupils should be able to report it and know that incidents will be dealt with promptly and effectively. Northbourne Church of England Primary School's approach is typified by the acronym STOP.

STOP Start Telling Other People

STOP Several Times On Purpose

## **2. Policy Objectives**

All governors, teaching and non-teaching staff, pupils and parents/carers should have an understanding of what bullying is, according to the school's definition.

All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

All pupils and parents/carers should know what the school policy is on bullying, and what they should do if bullying arises or they suspect bullying is occurring.

Northbourne Church of England Primary School takes bullying seriously. Pupils and parents/carers should be assured that they will be taken seriously and supported when bullying is reported.

Bullying will not be tolerated at Northbourne Church of England Primary School.

## **3. Aims and purpose of the policy**

☐ To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.

☐ To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.

☐ To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.

☐ To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.

☐ To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

#### 4. Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated.

Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

Northbourne Church of England Primary School has a definition of bullying. This definition is:

‘Bullying is deliberately hurtful behaviour. It is usually repeated, often over a period of time and when it is difficult for those being bullied to defend themselves.’

STOP Several Times On Purpose

The nature of bullying can be:

- ☐ Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- ☐ Verbal (e.g. name calling, ridicule, comments)
- ☐ Cyber (e.g. messaging, social media, email)
- ☐ Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- ☐ Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- ☐ Damage to personal property
- ☐ Threat with a weapon
- ☐ Theft or extortion
- ☐ Persistent Bullying

Bullying can be based on any of the following things:

- ☐ Race (racist bullying)
- ☐ Sexual orientation (homophobic or biphobic)
- ☐ Special educational needs (SEN) or disability
- ☐ Culture or class
- ☐ Gender identity (transphobic)
- ☐ Gender (sexist bullying)
- ☐ Appearance or health conditions
- ☐ Religion or belief
- ☐ Related to home or other personal circumstances
- ☐ Related to another vulnerable group of people

The school recognises importantly that bullying is not the odd occasion when there is falling out between friends, name calling, arguments or when the occasional ‘joke’ is played on someone. Children do sometimes fall out or say things because they are upset. When occasional problems of this kind arise, the school does not class it as bullying. It is an important part of a child’s development to learn how to deal with friendship breakdowns, the odd name calling or childish pranks. The school recognises that everyone must learn how to deal with these situations and develop social skills to repair relationships.

The school recognises that bullying is when one of the different types mentioned above is done repeatedly and on purpose.

#### 5. Possible Signs of Bullying

Northbourne Church of England Primary School believes that a person may indicate by signs or behaviours that they are being bullied. Everyone should be aware of these possible signs and should investigate if the person:

- is frightened of walking to or from school or changes route
- doesn’t want to go to school

- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn, anxious or lacking in confidence
- becomes aggressive, abusive, disruptive or unreasonable
- starts stammering
- threatens or attempts suicide
- threatens or attempts self-harm
- threatens or attempts to run away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- performance in school work begins to drop
- comes home with clothes torn, property damaged or 'missing'
- asks for money or starts stealing money
- has dinner or other monies continually 'lost'
- has unexplained cuts or bruises
- comes home 'starving'
- bullying others
- changes in eating habits
- is frightened to say what is/was wrong
- afraid to use the internet or mobile phone
- nervous or jumpy when a cyber-message is received
- gives improbable excuses for their behaviour.

## 6. Causes of Bullying

Northbourne Church of England Primary School also recognises that it is important to know and understand why pupils start to bully others.

People bully for number of different reasons, which may include:

- to feel powerful
- jealousy
- to feel good about themselves
- to be in control
- because they want something (attention, possession or friends)
- to look good in front of other people
- to feel popular
- because of peer pressure
- to be big/clever
- for fun
- because they are being bullied themselves
- because they see and pick on an easy target (small, won't tell anyone, lonely or different in some way)

## 7. Reporting bullying

Pupils should report any forms of bullying to a responsible adult they trust e.g. parents/carers, teachers, the Headteacher, other adult staff, or their peers etc.

Pupils can report bullying by telling any adult.

### Reporting- roles and responsibilities

❓ Staff have a duty to challenge bullying (including HBT bullying and language), report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

☐ The Head Teacher has overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

☐ Parents/carers have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying.

☐ Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

## **8. Responding to bullying**

When bullying has been reported, the following actions will be taken:

1. Staff will record the bullying centrally on the school's database (CPOMS) alerting the Headteacher to all incidents.
2. Designated school staff will monitor incident and information recorded on the school's database (CPOMS), analysing the results.
3. Designated school staff update CPOMS to demonstrate the actions and progress of each incident. The Headteacher will feedback and report to the governing body where and when appropriate.
4. Support will be offered to the target of the bullying from the class teacher, SENCO or buddy system.
5. Staff will proactively respond to the bully who may require support from the class teacher, SENCO or buddy system.
6. Staff will assess whether parents and carers need to be involved.
7. Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school or involve racism, online bullying etc.

## **9. Bullying outside of school**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

## **10. Derogatory language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on the schools database (CPOMS). Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

## **11. Prejudice based incidents**

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All

prejudice-based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

## **12. School strategies to prevent and tackle bullying**

We use a range of measures to prevent and tackle bullying including:

☐ Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.

☐ We use our safeguarding practices to ensure that all pupils understand and know how to report bullying.

☐ Our PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.

☐ Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.

☐ Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

☐ Classroom worship / Circle time / PSHE provides opportunities to discuss issues that may arise in class and for teachers to target specific interventions.

☐ Stereotypes are challenged by staff and pupils across the school.

☐ Pupils are involved in developing school-wide anti-bullying, behaviour, values led initiatives through consultation with groups e.g. through the school's collective worship team, Pupil Voice group, buddies, safeguarding survey.

☐ Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

☐ See Appendix A

## **13. Training**

The headteacher is responsible for ensuring that all school staff (including teaching assistants, chaplains, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

## **14. Monitoring the policy**

The Headteacher is responsible for monitoring the policy on a day-to-day basis. The headteacher is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

## **15. Evaluating and reviewing**

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring

such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 12 months.

## **16. Linked Policies**

Behaviour Policy

## Appendix A – Dealing With Bullying

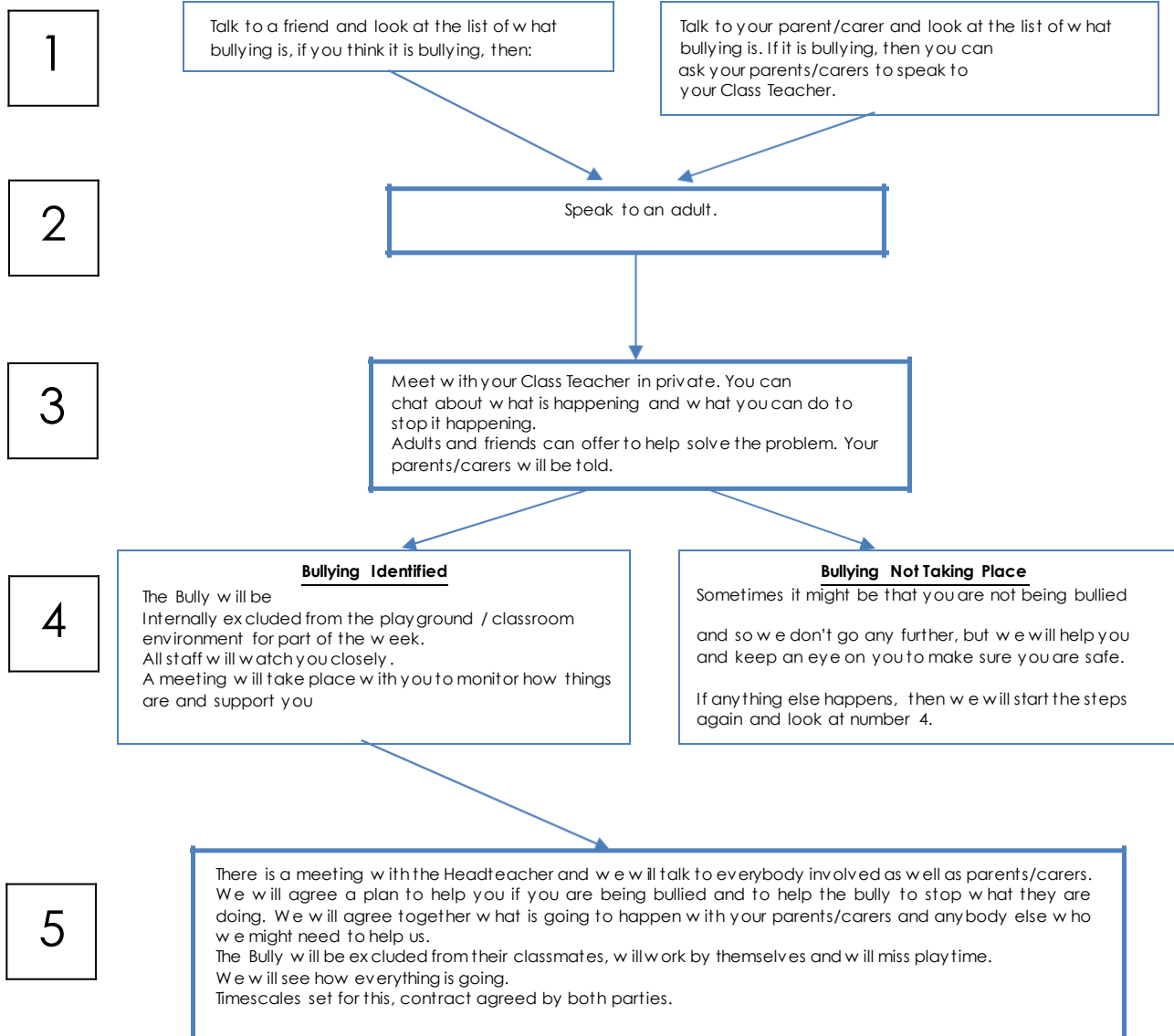
Several Times On Purpose

**STOP**

Start Telling Other People

### Steps

**If you are unhappy and think you might be being bullied**



If the bullying still continues from Step 5, then the final step/option will