



**Our Mission Statement:**

*"Love one another...as I have loved you..."*

*Then everyone will know that you are my disciples"*

John 13. 34

**Status**

Statutory

**Rationale**

Bullying is anti-social behaviour and can affect everyone; it is unacceptable and will not be tolerated. Both children and staff can be the victims or the perpetrators. Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can be physical, verbal, social or psychological and may take many forms such as:

derogatory name-calling, mimicry

racist and sexist remarks

nasty teasing

deliberately organised and consistent ignoring

physical violence

spreading rumours

verbal threats

writing hurtful things about someone

demanding money or possessions

being deliberately unfriendly

taunting

threatening or rude gestures

discrimination against any disability

teasing a child with physical or emotional differences.

Online bullying

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

This policy is designed to ensure that as a school we are alert to signs of bullying and act promptly and firmly against it.

### **Relationship with other policies**

The effectiveness of this policy is relevant to all of the school's policies and should be read in conjunction with them.

### **Aims**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

- To promote a secure and happy environment free from threat, harassment and any type of bullying behaviour.
- To show commitment to overcoming bullying by practising zero tolerance
- To inform pupils and parents of the school's expectations and to foster a productive partnership, which helps maintain a bully-free environment.
- To make staff aware of their role in fostering the knowledge and attitudes required to achieve the above aims.

### **Procedures**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.
- A clear account of the incident will be recorded and given to the Head teacher
- The Head teacher will interview all concerned and will record the incident.
- Class teachers will be kept informed.
- Parents will be kept informed as appropriate.
- Sanctions will be used as appropriate and in consultation with all parties concerned in accordance with the behaviour policy.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Pupil mentoring
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Reinforcing the Mission Statement at assembly and contrasting this with bullying.

### **Pupils who have bullied will be helped by:**

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in RE and PSE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

### **Staff Responsibilities**

- Lead by example and treat all children and adults with respect at all times and foster by example the Christian values we as a school believe in.
- To promote the use of interventions which are least intrusive and most effective.
- To implement procedures to confront bullying in any form.
- To listen to all parties involved in incidents.
- To investigate as fully as possible and record bullying incidents and retain records for monitoring purposes.
- To take appropriate action, or refer the matter to the Headteacher for further action.
- To promote the use of a range of teaching and learning styles and strategies which challenge bullying.

### **Pupil Responsibilities**

- To speak to an adult if they know or suspect that bullying is taking place.

### **Monitoring, Evaluation and Review**

The Governing Body will evaluate the effectiveness of this policy based on data provided by the Head teacher and ensure that all necessary action is taken to achieve the desired result.

This policy is reviewed on annually.

### **Date of next review**

Summer 2017