

# Clipston Endowed VC Primary School

## Anti-Bullying Policy



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**“Do to others as you would have them do unto you” Luke 6:31**

Adopted by The Governing Body: November 2019

Proposed Review: Autumn 2021

Signed .....

Miss Dewinder Birk: Chair of Governors

## **AIMS OF CLIPSTON SCHOOL**

Clipston Endowed Voluntary Controlled Primary School aims to provide every child with high quality teaching and learning. It is the school's philosophy to give our pupils a measure of independence, a high level of self-confidence, a deep sense of self worth, and an understanding and deeper appreciation of our Christian heritage. To achieve this, we aim to:

- a) Enable all children to achieve their full potential, both academically, socially, personally, and morally in order that children expect the best of themselves.
- b) Promote spiritual development and the ability to grow and flourish as human beings.
- c) Support children in building relationships which reflect Christian values.
- d) Deliver a broad, relevant and challenging education which is of a high standard and appropriate to an individual child's needs.
- e) Promote high standards of behaviour based on mutual trust and respect, developing responsibility and fostering self-discipline.
- f) Promote good citizenship, thus enabling individuals to make valuable contributions to wider society.
- g) Ensure equal opportunities for all.
- h) Provide a welcoming and stimulating learning environment in which everyone feels safe, happy and secure.
- i) Develop a sense of pride in belonging to Clipston Endowed VC Primary School.

To achieve these aims staff and governors will work in partnership with parents, carers and the local community for the benefit of all our pupils.

**This Policy takes account of the Department for Education's Guidance "Preventing and tackling bullying" and the Church of England Guidance "Valuing All God's Children".**

**The views of children have been taken into account and the policy's procedures discussed with them.**

## **AIMS OF THIS POLICY**

Our ultimate aim is to provide a school environment conducive to learning, thus being free of the threat of fear and intimidation. We work together; staff, pupils and parents to create a school where bullying is not tolerated. We endeavour to achieve this by:

- Reducing the frequency and eradicating wherever possible, of instances in which pupils and adults are subjected to bullying or hate incidents in any form.
- Establishing appropriate means of support should such an incident occur.
- Mirroring the Christian ethos of the school.
- Demonstrating that we value the cultural diversity of our community and aim to prevent any form of persecution by meeting the needs of our diverse society.

## **DEFINITIONS**

**Bullying** can be defined as:

"The repetitive, intentional hurting of one person by another (others), where the relationship involves an imbalance of power. Bullying can be carried out physically, verbally, emotionally or through cyberspace".

This behaviour can include:

Verbal bullying e.g., name calling, teasing, threatening;  
Physical e.g., hitting, punching, kicking, inappropriate touching;  
Relational e.g., ignoring, leaving out, spreading rumours;  
Indirect, e.g., stealing, damaging belongings, targeted graffiti;  
Cyber bullying e.g., sending abusive texts, messages and/or emails.

A **Hate** incident can be defined as:

“Any incident, which may or may not constitute a criminal offence, which is perceived by the victim or any other person, as being motivated by prejudice or hate” based on:

- a) Race
- b) Religion/Belief
- c) Sexual Orientation
- d) Disability and learning difficulties
- e) Gender or gender identity (including trans-gender or poly-gender)

Hurtful remarks can be made innocently but can still be hurtful to the recipient and so should also be taken seriously.

### **BULLYING BEHAVIOUR**

Bullying is different from other forms of aggressive behaviour. Bullying behaviour, harassment and victimisation can manifest as:

- *Physical* –(hitting, damage to belongings)
- *Verbal* – (threats, insults, nasty teasing)
- *Relational* – (spreading rumours, social exclusion or by phone/social media/email)

### **FORMS OF BULLYING**

Bullying can take the following forms:

- Racial bullying
- Religious bullying
- Cultural bullying
- Bullying related to SEN and/or disabilities
- Bullying related to appearance, health conditions
- Bullying related to home circumstances
- Bullying related to sexual orientation
- Sexist or sexual bullying

The word “bullying” in this policy covers all of the forms of bullying listed above.

### **SETTING STANDARDS**

The aims of this Policy are to be considered in the context of the following statements:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- Our school takes bullying seriously and recognises the detrimental effect on pupils, parents, governors and staff who may be subjected to bullying by other children or adults.

- Victims of bullying will be treated in a supportive manner.
- The school is committed to combating all bullying behaviour.

### **PERSONS COVERED BY THIS POLICY**

All pupils, staff and other adults on the school premises will be expected to adhere to this policy.

### **ACTIONS TO PREVENT BULLYING**

- PHSE (Personal, Health, Social Education) and “Circle Time-type sessions” are used to develop positive relationships between children and adults so that all feel valued as members of our school communities.
- Reactive Circle Time can also be used to deal with issues as they arise.
- All staff and pupils are made aware of the social and moral responsibility they have to each other and know that bullying behaviour in any form is unacceptable.
- Pupils will be periodically reminded, through circle time, assemblies and other methods of communication, how to report bullying of themselves or another person, and to whom; ensuring that pupils know who to access for help/support.

### **ACTIONS TO COMBAT BULLYING**

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- Sanctions against children who show signs of inappropriate/bullying behaviour as outlined in the Behaviour and Discipline Policy. These include strategies to support the bully to reflect on their behaviour.
- Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored, and appropriate support delivered.
- Communication of the policy and periodic updates in order that staff and pupils are continuously aware of the policy’s aims and also of their individual responsibilities.
- Staff training to ensure that all responsibilities in respect of this policy can be delivered effectively in a competent, caring and supportive manner.

### **INDIVIDUAL RESPONSIBILITIES**

It is important that pupils, parents and staff understand their responsibilities. In this regard, the pupils are expected to:

#### **ROLE OF PUPILS**

- Report all incidents of bullying.
- Act in a respectful and supportive manner to their peers by reporting any suspected incidents which the victim may be afraid to report.
- Adhere to and promote the aims of this Policy.
- Refrain at all times from any behaviour which would constitute bullying of fellow pupils or adults.

Pupils will be reminded periodically in school (e.g. through assemblies) of their responsibilities.

## **ROLE OF PARENTS**

- Stressing to pupils the importance of socially appropriate behaviour.
- Reporting any concerns they have regarding either victims or perpetrators of bullying to a member of the teaching staff.
- Actively endorse and support the Anti-Bullying Policy.
- Act as a positive role model for children.
- Encourage an appropriate response within their children, i.e. not to physically hit back.

## **DEALING WITH INCIDENTS OF BULLYING & HATE INCIDENTS**

### **THE ROLE OF STAFF AND GOVERNORS**

1. Any hate incident or episodes of bullying will be passed to the Class Teacher in the first instance.
2. The class teacher will inform the Headteacher who will record the incident in the Bullying Log and carry out an investigation. The log will be kept in the Head's office.
3. Incidents of bullying will be reported to the Governing Body via the Headteacher's Report, three times per year.
4. The Child Protection governor will sign the Bullying Log (usually at Full Governing Body meetings three times a year).

Investigations will be carried out to ascertain the details, as follows:

- \* Parent concerns regarding bullying of their child will be brought to the attention of the Head who will usually decide to carry out an investigation.
- \* When a pattern has been seen to develop, both the victim and the alleged perpetrator will be spoken with. Other pupils and adults may also be spoken with so that a full picture of what has been going on can be gathered.
- \* A child suspected of bullying will receive a verbal warning. They will be given support to correct their behaviour. Sanctions may also be imposed, as outlined in our Behaviour and Discipline Policy. The perpetrator's parents may be informed.
- \* If the behaviour continues, the perpetrator's parents will be informed and may be invited in for a discussion with the Head Teacher
- \* Victims will receive support in order that they can identify when certain situations are developing, what strategies to use to alleviate the situation and who they can turn to for help.
- \* The Head Teacher will usually follow up concerns with the victim's parents to check that the situation has been dealt with properly.

All classed based staff will be made aware of vulnerable children.

All adults and pupils need to know that reported incidents are taken seriously and will be dealt with quickly and with determination.

The named person who will co-ordinate and lead the anti-bullying work of the school is **Mrs Emma Mercer.**