

Introduction:

As outlined by our School Mission Statement, our intention at All Saints is to provide a happy caring environment based on trust and respect in which an individual child can learn to value excellence; achieve his/her potential and discover for themselves a genuine delight in learning. That every child has the right to feel safe in school and enjoy their education without the threat of bullying behaviour.

The anti-bullying policy takes its place within the general aims of the school. It has close links to the SEAL, Child Protection, Behaviour, Anti-racism and PSHE policies and is set within the framework of The Every Child Matters Agenda. All Saints' C of E Primary School's definition of bullying is:

Bullying is ongoing, deliberate behaviour that upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (e.g. being ignored or cyber bullying). It may be one person or a group.

This can be remembered as

Several

Times

On

Purpose

Our approach is to be consistent across the school and openly teach anti-bullying strategies and build the children's self-esteem and confidence in order to identify and speak out against it. When needed we will ensure that a clear and structured process resolves bullying issues swiftly. We intend that the policy is clearly understood and shared by all, children, staff and parents. We approach anti-bullying through

- i) universal and on-going prevention work to restrict bullying behaviour and empower victims, and
- ii) respond in a swift and structured manner to identified incidents, working with parents, the victim and the perpetrator.

1: Prevention & strategies to reinforce All Saints' C of E's Anti-bullying Policy:

- Anti-bullying week
- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyberbullying.
- Children participate in role play work in class as part of PSHE and Thrive
- Making use of curriculum opportunities to raise pupil awareness eg: through RE, cross curricula themes, drama, story writing and literature.
- A whole school reward system, including the 'Good Samaritan award to promote positive friendship and 'buddy' behaviour.
- Good quality role models from all adults
- Adult modelling of appropriate response to a wide range of scenarios
- Children & parents have a good knowledge of the procedure/policy
- Children have a clear understanding of their rights & responsibilities
- E-safety frequently discussed and taught
- Use of Play Leaders and Peace Makers
- Adults to deal with a situation, even if minor. Talking to the children may prevent the situation escalating. We use an emotion coaching approach.
- Positive relationships between all adults across the school at all times. Anti-social behaviour between adults on school premises will not be tolerated and such adults will be asked to leave the premises.

On identification of a bullying incident:

The following actions are available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is why they bully.

If bullying is suspected, in the first instance we will:

- Keep a log of incidents on CPOMS.
- Identify the issue: Talk to the suspected victim and offer low level counselling to support initial needs. Talk to any witnesses individually using Restorative Justice procedures and questions. Share this information with parents.
- Identify the bully and talk about what has happened, offer low level counselling to discover why they became involved. Make it clear that bullying is not tolerated. Share this information with parents
- Consistently use Restorative Justice procedures with all children.
- Support & empower children to resolve the conflict & understand their role in the issues
- Establish an agreement between the children where needed

- Monitor the impact of this to ensure bullying has stopped, and feedback to parents as necessary.

Incidents of bullying are recorded on CPOMS. **If bullying continues we will escalate intervention further and put in place an 'Anti Bullying Strategy' to resolve the situation.**

A meeting to involve all victim parties (including the victim as appropriate) to identify and clarify the bullying issues and to draw up a plan to resolve the situation.

The plan will include

- a Keyworker for the child,
- code word to use if/when the child feels unsafe and
- actions to resolve the issues. These will be to support the child's self-esteem, to promote anti-bullying in the class/school and to embed through a PSHE approach. When necessary definite actions will identify activities that will enable the child to move forward and these may take place at school and at home.
- Home school communication will also be identified in order to ensure close partnership working to support the child.

A similar meeting will take place with the identified bully and their parents to support the bully in ensuring the need for bullying is removed. Again an action plan will be drawn up to enable the child to move forward.

Ongoing daily monitoring will occur through home/school links in order to ensure home and school are working in partnership

The plans will be monitored after at least one week, and more commonly two, the groups will meet again to review the situation, ensure bullying has stopped and adjust actions accordingly. This process will continue until the group agrees the identified issues have been resolved, and trust and respect has been restored.

If the incidents persist and are causing a health and safety issue then the Head Teacher could instigate exclusion procedures (see Behaviour Policy)

Roles and Responsibilities:

Governors:

- The governing body supports the Head Teacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Head

Teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school's anti - bullying policy.

- If parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Head Teacher. If they are still concerned, they should contact the Governing Body via clerk.

The role of the Head Teacher

- It is the responsibility of the Head Teacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and nonteaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the governing body about the effectiveness of the anti-bullying policy at least annually.
- The Head Teacher ensures that all children know that bullying is unacceptable behaviour.
- The Head Teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Head Teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

The role of all staff

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place.
- All adults to deal with situations quickly and by using Restorative Justice methods to prevent situations escalating.
- All adults to follow up what they have said e.g. keeping watching brief, follow up discussion etc.
- Teachers are responsible for recording of all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the relevant key stage leader.
- Staff record all incidents of bullying that occur both in and out of class on CPOMS.
- The school also record incidents that occur near the school, or on the children's way between school and home, that we are aware of.
- All adults who witness an act of bullying should record it on CPOMS.
- When any bullying taking place between members of a class, the teacher will deal with the issue immediately, in accordance with the All Saints procedure, including counselling and support for both the victim and perpetrator of the bullying.
- All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management.
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

The role of parents

- Parents have an important part to play in our anti-bullying policy. We ask parents to: 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 behaviour, inform school immediately. Your concern will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully. Please inform school immediately and we will deal with it following the school procedures.
- 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.
- Remember incidents are confidential; do not discuss them with other parents on the playground. Speak to school staff if you have concerns.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school. If parent who is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Key Stage Leader (deputy head: EYFS/KS1 , Assistant Head, KS2). If they are still concerned, they should contact the Head Teacher and then the Governing Body via the clerk.

The role of children

What Can Children Do If They Are Being Bullied?

Children are constantly and consistently taught about how to positively interact with one another and what to do if any negative incident happens in school.

Each term or when incidents occur, class teachers will discuss bullying and reinforce the following strategies:

- Remember that bullying is Several Times On Purpose **(STOP)**
- Remember that your silence is the bully's greatest weapon.
- Start Telling Other People **(STOP)**
- 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 or scared. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.

- Be strong inside – say “No!” or” STOP” Walk confidently away. Go straight to a teacher or member of staff.
- If you are getting emails, texts or messages that make you feel uncomfortable please save them and show them to an adult. Do not respond to them. Do not delete them until you have shown them to your parents and your teacher.
- Fighting back may make things worse – don’t do it.
- Generally, 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.

What do you do if You Know 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 unhappier and on their own. Don’t be a bystander! Don’t join in!
- Tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not take direct action yourself.

Monitoring and review

This policy is monitored on a day-to-day basis by the Head Teacher, who reports to governors on request and at least annually about the effectiveness of the policy.

This anti-bullying policy is the Governors’ responsibility, and they review its effectiveness annually. They do this by the Safeguarding Governor examining the school’s Behaviour logbook (Cpoms) and anti-bullying log , where incidents of bullying are recorded, and by discussion with the Head Teacher. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs. The head teacher reports these incidents via the head teacher report and the termly Trust data dashboard/ KPIs.