Chenies School Anti-Bullying Policy

1.Scope

This policy specifies how Chenies School works to prevent and tackle bullying.

2. Introduction

Children learn best in an environment where they feel safe and valued. Clear expectations of acceptable behaviour exist to ensure the safety and welfare of all and are outlined in our school behaviour policy. As a school, we are aware that instances of bullying do occur from time to time and we are committed to ensuring these are dealt with quickly and effectively. Our school ethos is built on mutual respect, trust and care for each other and bullying of any description is unacceptable in our school. We recognise that when bullying occurs both the victim and the bully need help and support.

3. Aims and Objectives

3.1 Our anti-bullying policy aims to:

- Promote respect and tolerance for each other and engage with everyone's perception of bullying
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning
- Clarify for pupils and staff what bullying is and that it is always unacceptable
- Explain to staff, pupils and the whole school community why bullying and harassment occur and their impact on individuals and the school as a whole
- Have in place an anti-bullying support system, that all staff and pupils understand and are able to apply consistently

3.2 Our school community will:

- discuss, monitor and review our anti-bullying policy on a regular basis
- support staff to promote positive relationships and identify and tackle bullying appropriately
- ensure that pupils feel safe, are aware that all bullying concerns will be dealt with sensitively and effectively and that pupils abide by the anti-bullying policy.
- report back to parents/carers following any concerns raised about bullying and will deal promptly with complaints. Parents/ carers in turn are expected to work with the school to uphold the anti-bullying policy
- Will seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.

4. Definition of Bullying

Bullying is any behaviour that is deliberately intended to hurt, threaten or frighten another person or group of people.

- It is usually unprovoked.
- It happens again and again as part of a behaviour pattern.
- It always reflects an abuse of power.

Bullying can include: name calling, taunting, mocking, making offensive comments,; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

4.2 Bullying can happen to anyone. This policy covers all types of bullying including:

- Race, religion or culture
- Special educational needs
- Appearance or health conditions
- Sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Gender discrimination
- Cyber bullying

Chenies School is aware that it is possible that the bully may be an adult and will impose appropriate sanctions and if necessary follow safeguarding procedures where this is the case.

4.3 It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments which may result in hitting or kicking or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes 'fall out' or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendships and breakdowns, the odd name calling or childish prank. The school recognises and supports the need to learn how to deal with these situations and develop social skills to repair relationships.

5. Roles

5.1 Staff : We expect staff to:

- Provide children with a framework of behaviour including school and class expectations which supports the whole school policy
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere
- Provide pupils with a good role model
- Raise awareness of bullying through stories, role-play, discussion, peer support, school council, PSHE and RE.
- Through the Headteacher, keep the Governing Body well informed regarding issues concerning behaviour management
- Work with our nominated anti-bullying lead staff member so that the anti-bullying policy can be properly enforced and monitored
- Regularly canvas views on the extent and nature of bullying
- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying campaigns in school
- Publicise the details of help lines and websites
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have

5.2 Parents/Carers

We expect that parents/carers will understand and engage with everything that is being done to make sure their child enjoys and is safe at school. If parents are worried about bullying their first point of contact should be the child's class teacher. We will ensure parents/carers:

- Feel confident that everything is being done to make sure their child/children is/are happy and feel safe at school
- Are informed about and fully involved in all aspect of their child's behaviour
- Are able to talk to an appropriate member of staff who will work with them to address issues beyond the school gates that give rise to bullying

5.3 Governors

We expect that Governors will:

- Support the Headteacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

6. Strategies for preventing bullying

- Pupils are involved in reviewing the behaviour and anti – bullying policies.
- School expectations are made clear and underpin life and attitudes at school.
- Pupils develop an awareness of how their behaviour affects others through the PSHE curriculum
- Assemblies are used to remind children how to behave and celebrate positive attitudes
- Teamwork and co-operation are encouraged within and outside the curriculum.
- Worry boxes are available in Key Stage 1 and Key Stage 2 classrooms
- Regular opportunities are provided for children to work in mixed aged house groups
- We provide opportunities for children to engage in mediated conflict resolution talks with one another to resolve issues

7. Reporting and Responding to Bullying

Any incident which is perceived to be bullying should be reported to the class teacher, either by staff, pupils or parents. The report will be listened to and taken seriously. The teacher will then investigate the incident. Depending on individual cases some or all of the following steps may be taken when dealing with bullying:

If bullying is suspected or reported, the matter will be dealt with immediately by the member of staff who has been approached

- The class teacher will be informed
- The child and his/her parents supported
- The nature and response to the matter are made known to a member of the Senior Leadership Team
- A clear account will be recorded on CPOMS (Child Protection Online Management System) and given to the Headteacher
- The headteacher will speak to all concerned and will record the details on CPOMS
- Sanctions will be used in line with the behaviour policy
- Appropriate support will be put in place for the child who has been bullied

- Appropriate support will be sought for the child who has been bullying. This may involve referral to external agencies such as CAMHS

The child protection policy should be referred to for any incidents of peer on peer abuse in the form of sexual violence or harassment, physical abuse or online behaviour such as 'sexting' and sending of inappropriate images. The school will investigate thoroughly any claims of peer on peer abuse or bullying of this nature; it will not be passed off as 'banter', 'just having a laugh', or 'just growing up'

7.1 Supporting Pupils

Staff will support pupils who been bullied by:

- Offering them an immediate opportunity to discuss the experience with their teacher, a member of Senior Leadership team or support staff
- Reassuring the pupil and providing continuous, ongoing support
- Restoring self-esteem and confidence through our PSHE programme
- Where appropriate working with the wider community and local/national organisations to provide further or specialist advice and guidance (See appendix)

Pupils who have bullied will be helped by:

- Discussing what has happened and establishing the concern and the need to change
- Informing parents/carers to help change the attitude and behaviour of the child
- Providing appropriate education and support
- If online, requesting content be removed and reporting account/content to service provider
- Sanctioning in line with the school behaviour policy
- If deemed necessary speaking with police or local services

8. Personal development and pastoral guidance

All members of the school community have a responsibility to support this policy. Pupils will be encouraged to talk to parents and teachers if they feel they are being bullied.

8.2 Pupils are told that if someone's behaviour is upsetting them they should:

- be firm and clear and tell them to stop; (Use Stop, Think, Words can Hurt)
- walk away from the situation
- tell a member of staff or other trusted adult

8.3 Parents/Carers need to take the situation seriously and report the incident to school at the earliest opportunity. Teachers are responsible for investigating any incidents following the steps outlined above.

9. Implementation, maintenance, monitoring and review

9.1   Each term the children are reminded of the school policy and procedures through assemblies. Children as well as staff are included in its review. A record is kept of all reported incidents of bullying, discussions with pupils, staff and parents. Incidents are monitored closely to ensure that action taken has been successful. Governors have the responsibility to review the anti – bullying policy regularly.

9.2 We will formerly review this policy every year as well as if incidents occur that suggest the need for review.

9.3 Trends and strategies are analysed by the nominated member of staff responsible for anti-bullying for inclusion in the Headteacher's Annual Report to Governing Body on Safeguarding Children and are reported termly to Governors.

Approved

Head Teacher

Printed Name:_____ Signature:_____Date:_____

Governing Body

Printed Name:_____ Signature:_____Date:_____

Appendix -Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" July 2017 https://assets.publishing.service.gov.uk/government/uploads/system/uploads/attachment_data/file/623895/Preventing_and_tackling_bullying_advice.pdf
- DfE:"No health without mental health": https://www.gov.uk/government/publications/nohealthwithout-mental-healtha-cross-government-outcomes-strategy
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: https://diana-award.org.uk/
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying
- Childnet International: www.childnet.com

- Digizen: www.digizen.org
- Internet Watch Foundation: https://www.iwf.org.uk/
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

SEND
- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice:
  https://www.gov.uk/government/publications/send-code-of-practice-0-to-25

Racism and Hate
- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: http://www.kickitout.org/
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: http://www.theredcard.org/