



## **William Law C E Primary School**

### **Anti Bullying Policy**

Policy shared with staff on Intranet [by email/staff briefing]

Policy confirmed by the Governing Body of William Law CE Primary School on:

Date: 31<sup>st</sup> January 2018

Signature: Anna Bertou

Policy to be reviewed on: January 2021

***This policy is written in line with the Christian values and ethos of our school***

William Law CofE Primary School is committed to safeguarding and promoting the welfare of children and young people and expects all staff and volunteers to share this commitment.

#### **We recognise that:**

- Christianity teaches us that each person is made in the image of God therefore bullying of any kind is unacceptable.
- Pupils develop best in a secure environment, free from intimidation.
- Pupils who bully should be identified and challenged to make best use of their skills and God given talents.
- Working closely with the families of the victim and aggressor will help both parties.

#### **Aims:**

- To ensure that **pupils feel safe** to learn.
- Through our ethos, curriculum and personal interactions, we will work towards **maintaining high levels of self-esteem** both for pupils and staff.
- For all staff, governors, pupils and parents to **understand and support our respectful relationships** ethos.
- For pupils, staff and parents/carers to have a clear and **shared definition of bullying**.
- To have a clear and prompt **procedure for reporting bullying**. This procedure will be understood and followed by pupils, staff and parents.
- To have a clear **procedure for investigating and dealing with cases of bullying**. This procedure will be understood by pupils and parents/carers and understood and followed by staff members.
- To ensure that **pupils are aware that all bullying concerns will be dealt with** sensitively and effectively.
- To **report back to parents/carers** regarding bullying concerns.
- To **learn from good anti-bullying practice elsewhere** and utilise support from the Local Authority and other relevant organisations when appropriate.

#### **Equality**

This policy adheres to the Equality Act 2010 and we recognise all protected characteristics mentioned within the act including; gender, age, gender identify, race, religion, sexual orientation, disability, pregnant women and those who are Married or in a Civil Partnership. As a school we also acknowledge the need to protect the characteristics of children who are economically disadvantaged and those of differing abilities.

We challenge homophobic, biphobic and transphobic bullying.

#### **Prevention**

At William Law CofE Primary School we recognise the importance of the prevention of bullying rather than simply dealing with the results of bullying. We aim to promote the respectful relationships ethos and culture throughout the school through lessons, assemblies, staff meetings, parents meetings, themed weeks (such as friendship week), displays and posters across the school.

#### **Definitions**

The term bullying should be avoided where possible and instead replaced with the positive phrase: respectful relationships and/or disrespectful relationships. We want the whole school community to understand the difference between bullying and disrespectful relationships.

Our respectful relationships ethos is not a system to enforce rules, but a system focused upon promoting good relationships so that children and adults can work and

use language together with the common purpose of respect in order to learn. The school expects every member of the school community to behave in a respectful and considerate way towards others.

We characterise respectful relationships by the following:

- cooperation and compromise.
- consideration towards people and property.
- happiness.
- honesty.
- trust.
- empathy.
- differences and diversities are welcomed.
- others are treated with dignity.
- points of views and beliefs are valued.
- people are accepted.
- a person can make a mistake and can still be accepted and respected.
- people can listen and be heard.
- regard is given towards other people's feelings.
- personal growth and fulfilment is encouraged.
- Children and adults are kind, well mannered and supportive.

There are times when children get involved in disagreements. When they are angry they may hit out, say unkind things, argue with each other or challenge the boundaries of acceptable behaviour. Sometimes this anger boils over as a result of tiredness, frustration, perhaps crowded conditions (eg the end of the day in the cloakroom), or as a result of provocation by another child. Although these one-off incidents are unacceptable, and are dealt with by the school's behaviour policy they are not bullying but are examples of disrespectful relationships.

Disrespectful behaviours can be characterised as single incidents of name calling, fighting, accusations or threats.

Name calling in any form will not be tolerated and will always be challenged and dealt with by a member of staff.

#### **Bullying is:**

- **Selective**

It targets one child.

- **Intentional**

The bully sets out to harm, upset or taunt the victim.

- **Repetitive and Sustained**

It happens over a period of time with no thought of stopping.

- **Often Secretive**

It is carried out in hidden places, away from the main hub of school activity.

- **Often Accompanied by Threats**

Eg "Don't tell or I'll..."

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 messaging), 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.

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

- ❖ Bullying related to race, religion, beliefs or culture.
- ❖ Bullying related to special educational needs.
- ❖ Bullying related to appearance or health conditions.
- ❖ Bullying related to sexual orientation or perceived sexual orientation, including the use of offensive language.
- ❖ Bullying related gender reassignment, including the use of offensive language.
- ❖ Bullying of young carers or looked after children or otherwise related to home circumstances.
- ❖ Sexist or sexual bullying.
- ❖ Cyber bullying.

### **Investigating and Reporting**

In the event of bullying taking place in the school on social media or via the school's learning platform (in or out of school time) the following procedure should be followed:

#### **Step by Step Guide to identifying, logging and addressing incidents of bullying**

##### **STEP 1:**

**After talking to children involved, use the following list to determine whether the incident can be categorised as bullying.**

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##### **STEP 2:**

**Report the bullying to the class teacher(s) of the aggressor and the victim.**

##### **STEP 3:**

**The adult who initially identified the bullying MUST log the incident in the bullying incident log kept in the staff room.** The form must be given to the Headteacher on that day. The Learning Mentors will share this information with the Head Teacher on a weekly basis.

##### **STEP 4:**

**The Learning Mentors will then take the necessary actions to resolve the issue.**

This may involve meetings with the Head Teacher, the class teacher(s), the adult who initially identified the bullying, the children involved and the parents/carers or the victim(s) and aggressor(s).

##### **STEP 5:**

**The Learning Mentors will keep ongoing records of how the incident is being /has been dealt with. A brief summary of this action will be added to the original incident log form kept in the bullying incident log. The learning mentors will continue to liaise with all those involved.**

### **Involvement of pupils / children**

We will:

- ❖ regularly listen to the views of the children in our school regarding how safe they feel in school and the nature and extent of bullying.
- ❖ ensure the children in our school know how to express worries and anxieties about bullying.
- ❖ ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying.
- ❖ involve children in anti-bullying campaigns in schools.
- ❖ publicise the details of helplines and websites.
- ❖ offer support to children who have been bullied.
- ❖ work with children who have been bullying in order to address the problems they have.
- ❖ Challenge informal inappropriate language e.g. "Your bag is gay".

### **Liaison with Parents/Carers and the Wider Community:**

We will:

- ❖ ensure that parents / carers know whom to contact if they are worried about bullying via newsletters and the school website.
- ❖ ensure parents know about our complaints procedure and how to use it effectively via newsletters and the school website.
- ❖ work with parents and the local community to address issues beyond the school gates that give rise to bullying, via meetings with parents, newsletters and outside agencies if necessary.

### **Responsibilities**

This Policy only works the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying. This policy has due regard to Valuing all God's Children, Autumn 2017.

### **Review**

This policy will be reviewed on a regular basis.