

# Grimsargh St Michael's CofE Primary School



## Anti-Bullying Policy

Grimsargh St Michael's CE Primary School aims to:

- Provide a high quality of education in a Christian setting whereby children can grow in knowledge and understanding, and in the acquisition of appropriate skills, attitudes and values.
- Foster dynamic interaction between home, church, school and the wider community.
- Make prayer and worship experiences which are central to daily life, and contribute successfully to the development of faith of each individual in the school community.
- Create a family environment in which all members of the school community learn to relate positively to each other.

This policy should be read in conjunction with other policies, e.g. Single Equality, PSHE, Child Protection, ICT, Inclusion, Special Educational Needs and Whistle Blowing Policy.

### 2. Values and Principles

In line with the school's mission statement and values, we ensure that:

- Pupils will be in a safe and caring environment.
- All types of bullying behaviour are unacceptable and will be challenged.
- Pupils will be listened to, will know that it is 'OK to tell', who to tell and how to tell.
- There will be a clear and swift response to any report of bullying behaviour.
- Reports of bullying behavior will be taken seriously, acted upon and recorded.
- Parents/ Carers will be informed of incidents as appropriate, listened to, and kept apprised of how their concerns are being dealt with.

### 3. Aims and objectives of the Policy

The purpose of this policy is to promote a consistency of approach and to create and reinforce climate in which all types of bullying are regarded as unacceptable.

Promote a shared understanding of bullying behaviour and raise awareness amongst pupils, staff, parents and carers.

Make sure pupils have someone to talk to through playground buddies, School Council and Adults making themselves available and accessible to children whether another pupil or adult, if they are being bullied.

Provide a secure and robust framework for managing incidents.

The policy aims to reduce the incidence of bullying.

### 4. Definition of Bullying Behaviour (including Racist, Sexist and Homophobic, Special Educational Needs and Disability)

Behaviour constitutes bullying if:

- It is repetitive, wilful or persistent.
- It is intentionally harmful, carried out by an individual or group.
- There is an imbalance of power leaving that person who is bullied feeling defenceless.

It is also important to acknowledge that bullying behaviour can and does occur anywhere and everywhere: in schools, within the home and the community.

Bullying falls into two categories:

1. Emotionally harmful behaviour, such as taunting, spreading hurtful rumours and excluding people from groups, cyber bullying and
2. Physically harmful behaviour, such as kicking, hitting, pushing or other forms of physically abusive behaviour.

Specific types of bullying include:

- Bullying related to race, religion and culture.
- Bullying related to special educational needs or disabilities.
- Bullying related to appearance or health conditions.
- Bullying related to home circumstances.
- Bullying related to sexual orientation.
- Sexist or sexual bullying.

## 5. To whom this policy applies

This policy applies to the whole school community i.e. adults, children and young people. It addresses child to child, child to adult and adult to adult bullying behaviour. For bullying involving adults we follow other procedures.

'The provisions of this policy will be applicable in relation to behaviour outside school on school business (for example school trips, sports fixtures), and also where there is a clear link between the behaviour and the maintaining of good order and discipline within the school. In appropriate circumstances, the provisions of the policy will also extend to cover the conduct of pupils when they are not on school premises and not under the control or supervision of a member of staff.'

Under the duty of care, all adults in our school community have a responsibility to act on bullying behaviour.

## 6. Responding to Bullying Behaviour

### a. Procedures for reporting bullying behaviour.

Through our Anti-Bullying Policy, children are encouraged to express personal concerns for themselves or others in relation to bullying matters. Children may report an incident to:

Peers, School Council and any other adult.

Staff would report an incident to their line manager e.g. Welfare would report to the lunchtime co-ordinator, TAs report to the class teacher and the class teacher report to the senior leader.

Parents should report any concerns to the class teacher.

Any volunteers in school should be referred to the 'Parent and Volunteer handbook'.

### b. Procedures for dealing with incidents including follow-up

The headteacher is the member of staff with overall responsibility. Class teachers will listen to reports and discuss with colleagues as appropriate then they decide to monitor or pass the incident to the senior leader. Incidents which are dealt with by a senior leader would be shared with parents. If a parent has reported the incident they would be kept informed by the class teacher. Follow up to an incident will be carried out by the class teacher or the headteacher depending on the severity of the incident.

### c. Procedures for recording bullying behaviour.

Class teachers know their children and deal with low level issues proactively and appropriately through circle time, PSHE and small groups of children. Confirmed incidents of bullying should be reported to the senior leader who will either record the incident or ask the class teacher to fill in a record which is stored in the file in the headteacher's office.

d. Procedures for dealing with complaints

If parents are not satisfied or have further concerns, they should speak to the headteacher and if the school can not resolve their concerns they should follow the School's Complaint Procedure.

e. Support for children and young people, parents , staff during and immediately after incidents

Support for all children involved may include Pastoral support, PSHE&C and mentor system. This is to allay or reduce anxiety and ensures children feel supported.

Appropriate support will be offered by the school to parents.

Appropriate support will be offered by the school to all staff should it be necessary.

f. Range of Actions that may be applied

The school will respond robustly to any incident of bullying behaviour and has a range of sanctions available such as missing break times to exclusion.

Each case will be dealt with individually.

7. Intervention Strategies

In the less complex cases a range of strategies as outlined in the Anti-Bullying file may be employed. In more complex cases the school may provide the support of other professionals.

8. Preventative Measures

Our school has a Strong Ethos, an open door and an 'OK to tell' policy. We provide a safe and secure environment. The school council are involved in thinking ways to prevent bullying. Pupils are taught how to stay safe. Parents know that all our policies are openly available on the website and in school.

9. Implementation of the Policy

Parents are informed about this policy through the newsletter and school brochure. All staff are made aware that the policies are on the shared hard drive and a hard copy of kept in the headteachers office.

Children are made aware of this policy through the curriculum and worship.

10. Monitoring the anti-bullying policy process

The headteacher gathers data through:

- The pupil and parent questionnaire
- Ensuring the file is kept up to date
- Monitoring the number of incidents
- Canvassing opinion amongst the children.