

YARDLEY GOBION CE
PRIMARY SCHOOL

Anti-Bullying
Policy

"Using the talents God gave us to achieve and shine"

God's voice thunders in marvellous ways;

He does great things beyond our understanding.

.Job 37: 5



YARDLEY GOBION CE PRIMARY SCHOOL ANTI-BULLYING POLICY

POLICY TITLE:	Anti-Bullying Policy
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POLICY OWNERSHIP:	
School	Head Teacher and Safeguarding staff
Governors	Chair & Safeguarding Governor

POLICY IMPLEMENTATION DATE:	February 2019
POLICY REVIEW DATE:	February 2020

POLICY REVIEW DOCUMENT HISTORY

This policy is monitored by the Policy Owner(s) and will be reviewed every year, or as dictated by school requirements or legislation.

Version	Date	Author	Amendment	Approval / Adoption
1	13/02/19	V. Griffiths	NEW Policy <ul style="list-style-type: none"> • Reflecting the "Valuing All God's Children" guidance from the Church of England 	April 2019

IMPLEMENTATION / UPDATING

Following approval, it is the responsibility of the Policy Owner(s) to ensure that the policy is:-

- circulated to all relevant stakeholders
- uploaded onto the school website

RESOURCE IMPLICATIONS

Training time to staff and cost of update training.

REFERENCES/LINKS/CONSULTATION

LEGAL COMPLIANCE & EQUALITY STATEMENT

At the time of ratifying this policy, the policy owner was satisfied that, to the best of their knowledge, this document complies with all relevant legislation.

The school is committed to the principles of Equality and under this policy no person will be treated less favourably on grounds of race, colour, nationality, ethnic or national origin, disability, gender, marital or parental status, age, religion or belief, sexual orientation, proposed or actual gender re-assignment, economic group, employment status, or any other condition or legally protected characteristic which cannot be shown to be wholly justified in relation to the effective operation of the school.

At Yardley Gobion CE Primary our vision is:

"Using the talents God gave us to achieve and shine"

God's voice thunders in marvellous ways;

He does great things beyond our understanding.

Job 37: 5

To inspire individuals, through our Christian values, to use their skills to succeed academically, artistically, physically, socially and emotionally.

School Statement on Bullying

Bullying is characterised by its sustained, intentional and targeted nature and is in this way different from arguments, fights or falling out of friends. We believe that children who feel safe within their school environment will be best placed to fulfil their full potential academically, socially and emotionally.

We acknowledge that all members of our school community (pupils, teachers and other staff, governors, parents and visitors) have a right to feel safe and we have a duty to promote a climate where this can be achieved. This includes education in how to protect themselves from bullying, where appropriate.

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Aims and Purpose of the Policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.

- To inform pupils and parents of the schools expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regular monitoring and reviewing the impact of our preventative measures.

Related Policies - Equality Policy, Behaviour Policy, PSHE Policy, Safeguarding Policy

1. Definition of bullying

Bullying is **hurtful, unkind or threatening behaviour**, which is deliberate and repeated. Bullying can be carried out by an individual, or a group of people, towards another individual or group, where the bully or bullies hold more power than those being bullied.

If bullying is allowed it harms the perpetrator, the target and our whole school community and its secure and happy environment.

Bullying can take many forms, as listed below:

- Physical - hitting, kicking, pushing or inappropriate/unwanted physical contact
- Verbal - name calling, ridicule, comments
- Cyber - messaging, social media, email
- Emotional (indirect or segregation) - spreading rumours, excluding someone
- Visual & Written - graffiti, gestures, racist insignia
- Damage to personal property
- Threat with a weapon
- Theft or Extortion

Bullying can be based on any of the following things:

- Race - racist bullying
- Sexual Orientation - homophobic or biphobic bullying
- Special Educational Needs - SEN/Disability bullying
- Culture or class
- Gender identity - transphobic bullying
- Gender - sexist bullying
- Appearance or health conditions
- Religion or belief
- Related to home or personal circumstances
- Related to a vulnerable group (traveller community, asylum seekers etc.)

2. Reporting Bullying

Children should feel confident to report any act of bullying in or out of our school. They can talk to their teachers, any other adults in school, their peers or their parents.

Children should report any incidents by talking to an adult, writing a note - this can be handed to an adult or placed in the class "worry" box.

2.1 Roles and Responsibilities

- All staff have a duty to challenge bullying in any form, report bullying, be vigilant to signs of bullying and play an active role in the schools efforts to prevent bullying.

Our Anti-Bullying Leads are:

Miss L Birch - Mental Health & Well-Being Lead

Mrs R Lambert

- The Head Teacher, Mrs V Griffiths, and the Senior Leadership Team have overall responsibility for ensuring that all members of staff follow the anti-bullying policy and that the school upholds its duty to promote the safety and well-being of all children in our care.

Senior Leadership Team:

Mrs V Griffiths - head@yardleygobion.northants-ecl.gov.uk

Mr P Thompson - pthompson@yardleygobionschool.co.uk

Mrs J Hooper - jhooper@yardleygobionschool.co.uk

- Parents and carers also have a responsibility to look out for the signs of bullying, e.g. distress, feigning illness, lack of concentration. Parents and carers should support their child to report the bullying.

Parents and Carers can speak to staff at any point regarding their concerns. There is always a member of staff available on the gate in the mornings and contact can be made via the telephone or email.

- Pupils should never take part in any kind of bullying and should watch out for signs of bullying amongst their peers. Pupils should never be bystanders to incidents of bullying; they should offer support to the victim and support them in reporting the problem.

3. Responding to Bullying

When bullying has been reported the following actions will be taken:

1. Staff will record the bullying on a "Cause for Concern" form (red form), which will be added to the incident file kept by the Head Teacher.
2. Designated school staff will monitor the incident file and analyse the results
3. Designated school staff will produce a termly update report, which is presented to governors.
4. Support will be offered to the target of the bullying, co-ordinated by the Leadership Team
5. Staff will proactively respond to the bully who may require support. This will be co-ordinated by the Leadership Team.
6. Staff will make parents and carers aware of the situation, whether their child is the victim or the perpetrator.
7. Staff will assess whether any other authorities, such as the Police, need to be informed - particularly if incidents have occurred outside of the school.

4. Bullying Outside of School

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school.

Bullying can take place on the way to or from school, before or after school hours, at the weekends or during school holidays or in the wider community. The nature of cyber bullying in particular means that it can impact on pupil wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

5. Derogatory Language

Derogatory or offensive language is not acceptable and will not be tolerated.

This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored in our incident file. Follow up actions and sanctions, if appropriate, will be taken for pupils or staff found using any such language. Staff are encouraged to monitor the casual use of derogatory language, keeping an informal record in their essentials files.

6. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitude, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or a group of people and have a significant impact on those that are targeted.

All prejudice-based incidents are taken seriously and recorded and monitored in school with the Head Teacher reporting these to the governors on a termly basis. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

7. School Strategies to prevent and tackle bullying

We use a wide range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of our school community are revered and respected as individuals that are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying.
- Our PSHE programme of study (JIGSAW) includes opportunities for pupils to understand about different kinds of bullying and what they can do to respond to and prevent bullying. It places a strong focus on helping children to value themselves, value others and appreciate and respect differences.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.

- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Circle time provides regular opportunities to discuss issues that may arise in class and for the teachers to target specific interventions.
- Staff and pupils challenge stereotypes across the school.

- Restorative justice is a system that can be used to support targets of bullying and those who show bullying behaviours.
- The Pupil Learning Council will be regularly asked to consider the development of anti-bullying initiatives.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

8. Training

The Head Teacher is responsible for ensuring all staff, including Teaching Assistants, chaplains, Lunchtime Supervisors and ancillary staff, receive regular training on all aspects of the anti-bullying policy.

9. Monitoring the policy

The Head Teacher is responsible for monitoring the policy on a day-to-day basis. The Head Teacher is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

10. Evaluating and reviewing

The Head Teacher is responsible for reporting to the governing body on how the policy is being enforced and upheld, via their termly report. The governors, in turn, are responsible for evaluating the effectiveness of the policy via the termly report and by in school monitoring, such as learning walks and focus groups with children.

If the need for further improvements are noted this policy should be reviewed.

This policy should be reviewed annually in consultation with all stake holders.

