



"Developing confident children through creativity and choice within a Christian community"



# Huxley C.E. & Utkinton St. Paul's C.E.

## Primary Schools

### Anti-Bullying Policy

"Enabling every child to fulfil his/her potential in a nurturing Christian environment"

#### **Purpose**

To ensure that all stakeholders understand:

- what bullying is/is not.
- different forms of bullying.
- why some people bully.
- how to raise their concerns with staff, family and other agencies.
- that any cases of bullying are dealt with quickly and effectively and all parties are provided with the necessary support.

That all stakeholders feel safe in school at all times.

#### **Aims**

(as taken from the July 2018 OFSTED Inspection framework 'outstanding' descriptors and 2018 SAIMS Evaluation Schedule)

- Pupils discuss and debate issues in a considered way, showing respect for others' ideas and points of view.
- Pupils work hard with the school to prevent all forms of bullying, including online bullying and prejudice-based bullying.
- Staff and pupils deal effectively with the very rare instances of bullying behaviour and/or use of derogatory or aggressive language.
- Pupils are safe and feel safe at all times. They understand how to keep themselves and others safe in different situations and settings. They trust leaders to take rapid and appropriate action to resolve any concerns they have
- When conflicts do arise, they are dealt with in a way which reflects the articulated Christian vision and associated values of the school. There are planned curriculum opportunities to explore different points of view and pupils are given the skills they need to disagree well and to live with contradictory convictions.

#### **Agreed Procedure**

- To have a whole school agreed definition/description of what constitutes bullying: repeated/persistent over time; imbalance of power; the person feels uncomfortable; the action is deliberate.
- To have a permanent display of the whole school definition/description, appropriate to the age of the children, and regularly revisited.
- To teach all stakeholders about different forms of bullying: emotional; physical; sexual; direct/indirect; prejudice-based- SEN, sexual orientation, sex, race, religion or belief, gender reassignment or disability and cyber bullying in line with our school's equality statement.
- To teach all stakeholders about the signs and symptoms of bullying.
- To teach all stakeholders how/where to raise their concerns if they are or believe another person is being bullied both within school and beyond (tell a friend, teacher/adult whom they trust, go to the friendship bench, feelings box, ring Child Line, etc.) and not attempt to deal with their concerns on their own.

- Encourage an emotionally literate school (Collective/Class Worship, feelings box/display) where stakeholders concerns are shared and acted upon by the class teacher or Headteacher before they escalate.
- To hold an annual celebration of anti-bullying week (November), by inviting in guest speakers, taking part in workshops, class work and linking the relevant theme to Bible stories in Collective Worship, encouraging children to reflect upon situations.
- The Christian Ethos Group will raise awareness of bullying and promote positive relationships through demonstrating our chosen Christian values.
- That any instance of bullying is treated on a case-by-case basis and the victim of bullying is involved in deciding the appropriate resolution. That the case will be monitored to ensure no repeat of the behaviour.
- That perpetrators of bullying are provided with the appropriate support to reflect on their behaviour and make amends.
- Instances of bullying are recorded in the Class Log and reported to the Headteacher.

### **Monitoring**

- Termly monitoring of attendance, exclusions, behaviour, class log (including incidents of inequality, bullying or harassment), etc.
- Feedback from all stakeholders regarding the school's ability to deal with any instances of bullying quickly and effectively .

**This Policy was drawn up in November 2010 and last reviewed in Autumn 2018 by Staff and Governors. It should be read in conjunction with:**

- **Behaviour Policy**
- **Restraint Policy**
- **Equality Policy**
- **Allegations Against Staff Policy**

**Headteacher:** *Gareth Coyne (Acting Headteacher)*

**Governor (Huxley):** *Stephen Ratledge*

**Governor (Utkinton):** *Simon Lewin*

**Date:** *November 2018*

**Review Date:** **Autumn 2019**