

Created	June 2016
Last Reviewed	September 2020



Anti-bullying Policy

Our aim:

In conjunction with the Keeping Children Safe in Education Document (2020) we aim to create a safe, calm and caring environment in which all children can achieve their personal best. All members of the school community are expected to practise the five values of respect, responsibility, resilience, challenge and teamwork.

This policy should be read alongside the school's behaviour, equality and diversity, curricular and safeguarding policies.

We do not tolerate any form of bullying behaviour.

Definition:

Bullying is defined in the following way:

1. It does not just happen once; it goes on over time and happens again and again – it is repeated.
2. It is deliberate – hurting someone on purpose – it is not accidentally hurting someone.
3. It is unfair – the person doing the bullying is stronger or more powerful (or there are more of them).
4. It is behaviour that is targeted and selective, and can be direct (physical or verbal) or indirect (eg. Being ignored or online bullying). Physical and verbal bullying may include racist, homophobic, religious or sexual actions or comments.

Prevention and Strategies

Children

- Children have a clear understanding of what bullying is and how to report bullying behaviour (see pupil flow chart.)
- Children are clear about the roles they can take in preventing bullying, including the role of bystanders.
- Children who experience bullying are helped to build confidence and resilience.

- Children who engage in bullying behaviour receive consequences according to our behaviour policy. They are also supported to acknowledge and understand their behaviour, its effect on others and how to stop further harm.

Governors and school staff

- The school has a whole school policy in place (reviewed every year) which is understood by the whole school community.
- Governors and school staff are aware of what bullying is and how to report and address bullying incidents.
- Curriculum opportunities allow pupil awareness, especially through PSHE and anti-bullying week. Anti-bullying is taught during 'Relationships' in the Spring Term and 'Living in the Wider World' in the Summer term.
- Online safety is taught in all year groups and discussed regularly, (ICT lessons, PSHE lessons and Safer Internet Week).
- Assemblies promote key messages and prevention strategies.
- Pupil surveys monitor behaviour and safety (including bullying).
- Children are made aware of strategies to deal with low level issues and what to do in different situations of online bullying.

Parents

- Parents are clear that the school does not tolerate bullying.
- Parents are aware of what bullying is and how to report it (see parent flow chart).
- Parents support the school in the prevention of bullying by promoting and modelling the school's five values (as per the home school agreement).

Pupil Anti-Bullying Flow Chart

**1. Be Assertive. Ask them to stop.
Try ignoring them.**



2. Speak to AN ADULT you trust.



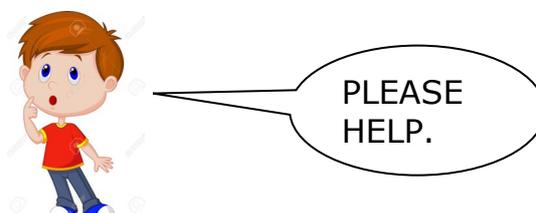
3. If it doesn't stop, tell the adult again.

**4. If it doesn't stop, tell your Phase Leader:
Phase 1 (Nursery and Reception) – Mrs Kira
Phase 2 (Years 1-3) – Mrs Danaher
Phase 3 (Years 4-6) – Mrs Torreiro**

5. Tell Mrs Blow, Mrs Kira or Mr Carrington.

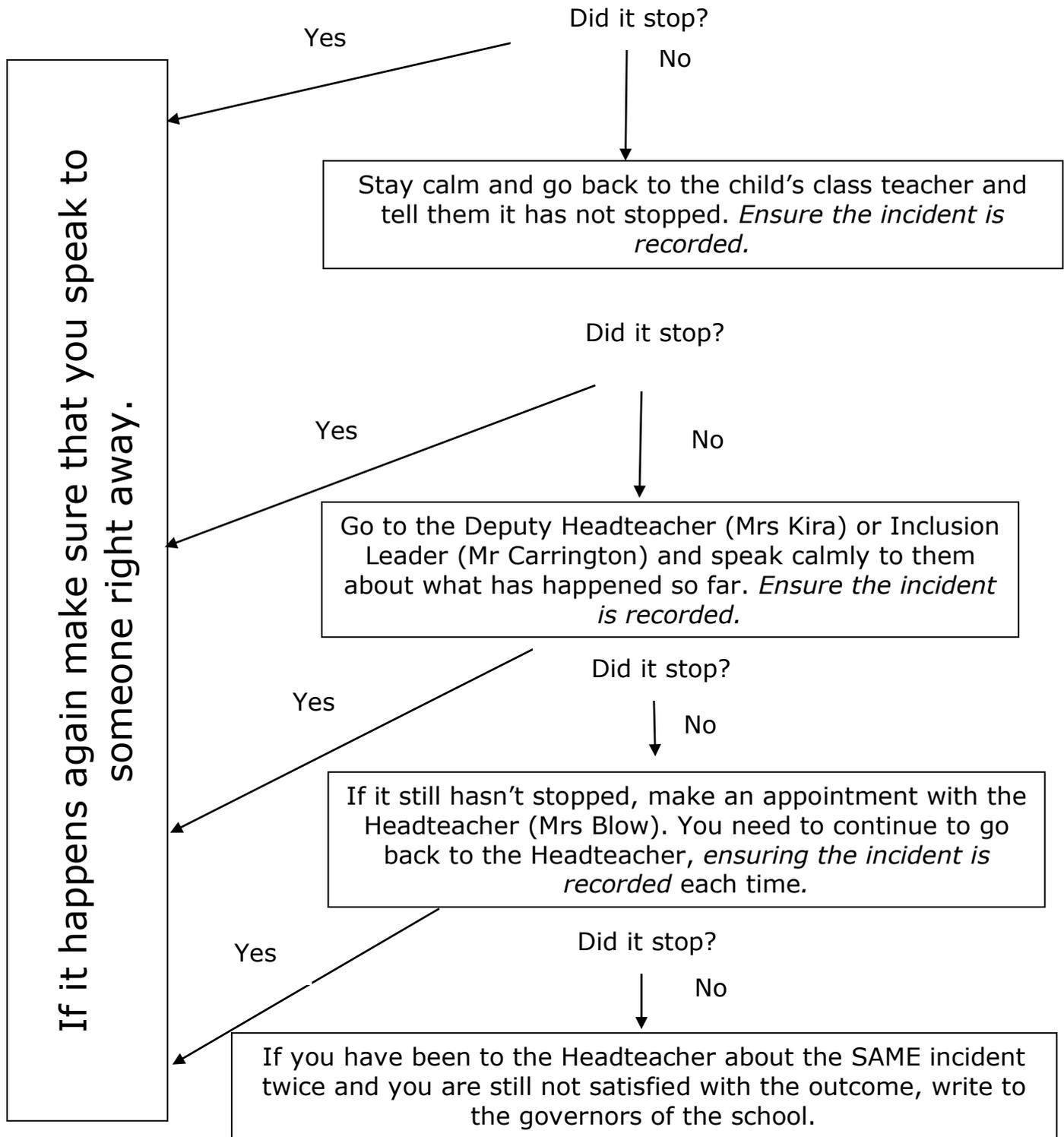
6. If it is still hasn't stopped, tell Mrs Blow EVERY TIME something happens and ask your parent/carer to speak to her too.

KEEP TELLING SOMEONE UNTIL IT STOPS!



Parent/Carer Anti-Bullying Flow Chart – for an adult reporting a bullying incident involving their own or another child

Speak calmly to your child's class teacher first. If you do not feel comfortable talking to them, speak to the Phase Leader (Mrs Torreiro-Years 4-6, Mrs Danaher-Years 1-3, Mrs Kira-Nursery and Reception). If you feel another adult is using bullying behaviour towards you, speak to the Deputy, Inclusion Manager or Headteacher. *Ensure the incident is recorded.*



IMPORTANT POINTS

- You must try to stay calm when speaking to school staff. This way you will ensure there are no concerns about your own behaviour.
- If you are not calm, then your child will get more anxious and upset.
- We are here to help. We want all children to be safe and happy in school.