

# All Saints' CE Federation of Academies

'Building the bridge to success together'

*John 10:10 I have come in order that you might have life - life in all its fullness.*

**THANKFULNESS      FORGIVENESS      COURAGE      COMMUNITY**

## Anti Bullying Policy

This policy has been adopted by the Governors in consultation with the Head of School, Deputy Headteacher and teaching staff. It was approved by governors on 26/09/19 and will be reviewed in July 2021 or sooner if necessary.

Our Anti Bullying policy strengthens and supports the Christian identity of our school, reaffirms our vision and associated values and enables the flourishing of all pupils. As part of the Christian Ethos of this school, our Christian vision is clear and underpins everything we do in school: we are **'Building the bridge to success together'**. **Inspired by John 10v.10, living life in all its fullness**, we endeavour for everyone to be resilient, independent, confident, happy, enthusiastic and respectful – RICHER - learners. The values of **Thankfulness, Forgiveness, Courage and Community** permeate our *schools*.

*John 10:10 I have come in order that you might have life - life in all its fullness.*

This guidance outlines All Saints' CE Federation of Academies policy and practice to prevent and tackle bullying so that children are educated in a safe, secure and nurturing environment. We believe that people are made in the image of God and are unconditionally loved by God. We are committed to developing an anti-bullying culture whereby no bullying, including between adults, or adults and children and young people will be tolerated. Everyone is equal and we treat everyone with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. Due consideration has been given to 'Valuing All God's Children' when creating this policy.

## 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 school's 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 regularly monitoring and reviewing the impact of our preventative measures.

## 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 the whole school community along with its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing 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)

- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

## Reporting bullying

Pupils are encouraged to tell somebody if they are being bullied. This could be a trusted friend or adult in school or at home.

Pupils should report incidents of bullying in any way they feel comfortable e.g. speaking to somebody, writing their worry down and handing it to a trusted person.

### Reporting – roles and responsibilities

- Staff - All staff have a duty to challenge bullying, including HBT bullying and language. They must report bullying under the behaviour category on CPOMS (Child Protection Online Management System) and be vigilant to signs of bullying. All staff must plan an active role in the school's efforts to prevent bullying. Practitioners in the Parent and Family Support Team are anti-bullying leads.
- Senior staff - The Senior Leadership team and the Head of School have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people. The Deputy Headteacher is the Senior Leader responsible for anti-bullying.
- Parents/carers - Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying to a member of school staff. Parents should report bullying to the Deputy Headteacher either in person or by telephoning or emailing the school office.
- Pupils - Pupils should not take part in any kind of bullying and should watch out for

signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying; they should show courage, offer support to the victim and encourage them to report it.

## Responding to bullying

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

1. Staff will record the bullying by adding an 'Incident' on CPOMS, remembering to alert the PFST.
2. The PFST will monitor incident and analyse the results.
3. The PFST staff will provide a summary of the information at the end of each cycle (or at another time if asked) which the headteacher will report to the governing body.
4. Support will be offered to the target of the bullying from the PFST or through the use of restorative practice activities.
5. Staff will proactively respond to the bully who may also require support from the PFST.
6. Staff will assess whether parents and carers need to be involved.
7. Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

## 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 and from school, before or after school hours, at the weekend or during the school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils 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.

## 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 on CPOMS and follow up actions and

consequences, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language, again on CPOMS.

## 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 attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or groups of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher reporting incidents to the governing body on a regular basis where necessary. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

## School strategies to prevent and tackle bullying

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

- Our school vision which is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- Actively providing systematic opportunities to develop pupils' social and emotional skills, including their resilience, particularly through each school's Emotional Literacy support programme.
- Consider all opportunities for addressing bullying including through the curriculum, displays, peer support and through the School Council. This will include PSHE sessions which can be used to discuss issues around diversity and draw out anti-bullying messages as well as opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Train all staff to identify bullying and follow the school's guidance and procedures on bullying, including recording incidents of bullying.
- Actively create 'safe spaces' for vulnerable children and young people and provide structured play opportunities at lunchtime and by using older children acting as play leaders.
- Providing opportunities for children to talk about their emotions on a daily basis.

- 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.
- ‘Circles’ provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Restorative justice systems provide support to targets of bullying and those who show bullying behaviour.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through the school council.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

### Involvement of pupils

We will:

- Ensure pupils know how to express worries and anxieties about bullying.
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying.
- Involve pupils in anti-bullying sessions in schools.
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have
- Ensure there are opportunities for pupils to have a say about school issues

### Liaison with parents and carers

We will:

- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.

- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents and the local community to address issues beyond the school gates that give rise to bullying, utilising the school’s PSCO wherever necessary.

## Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, church school workers and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

## Monitoring the policy

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

## Evaluating and reviewing

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in- school monitoring such as learning walks, pupil discussions and working parties. If further improvements are required the school policies and anti-bullying strategies should be reviewed. The policy is reviewed every 2 years, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Date of validation..... Signed..... Chair of Governors

Date of review..... Signed..... Chair of Governors