



*Through wisdom, compassion and endurance, we endeavour to make the best decisions for our children*

# **ANTI-BULLYING POLICY**

**Reviewed June 2020**

# **Whaddon Church of England School**

## ***An holistic learning community where all thrive***

### ***Compassion    Wisdom    Endurance***

At Whaddon Church of England School, we...

- Are a Christian community where everyone can grow in Christian faith and develop an understanding and tolerance of others
- Promote the holistic development of each person and provide the best education for every pupil within a supportive environment.
- Foster each child's identity as a citizen of the world.
- Equip children with the skills to develop independent thinking and learning.
- Establish an environment where children have the freedom and confidence to take risks and make mistakes and which will clearly reflect the Christian values of our foundation.
- Develop personal responsibilities and life skills.
- Enable our children to demonstrate respect for one another and the environment, valuing difference.
- Provide children with a broad educational experience which incorporates the National Curriculum, at the appropriate level for each child, and fully embraces outdoor learning, physical education, the arts, music

### ***Our Vision***

An holistic learning community where all thrive is underpinned by our school Christian Values:

### ***Our Values***

WISDOM ENDURANCE COMPASSION are our school Christian Values which guide our children's behaviour and our own:

The Wisdom to learn from our experiences and then to use this knowledge wisely to develop good relationships with others

Compassion to understand the way our actions affect our classmates so we strive to ensure we create happy and friendly feelings through these actions

Endurance to create not only positive learning behaviour but also loyalty and the drive to keep trying to be the best person we can possibly be.

### ***Expectations***

In order for us all to thrive, everyone will...



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Feel safe

Be able to work hard

Be proud of our individuality Support each other

Achieve

## Introduction

At Whaddon Church of England School we aim to provide an environment underpinned by our Christian values, where everyone experiences the joy of learning. Bullying in our school is taken very seriously; it is not a normal part of growing up and it can have a negative impact on learning, attainment and attendance.

## Objectives

Whaddon Church of England School Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. This policy has been drawn up with involvement of the whole school community.

Our anti-bullying policy aims to:

- Promote respect and tolerance for each other, including and engaging with everyone's perception of bullying
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning
- Clarify for pupils, parents and staff what bullying is and that it is always unacceptable
- Explain to staff, pupils and the whole school community why bullying occurs and its impact on individuals and the school as a whole
- To have in place an anti-bullying support system based on reconciliation and forgiveness, that all staff and pupils understand and to apply the system consistently

## Our school community

- Will discuss, monitor and review our anti-bullying policy on a regular basis
- Will support staff to promote positive relationships and identify and tackle bullying appropriately
- Will ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy
- Will report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy

## Definition of bullying

**The repetitive or persistent intentional hurting of one person by another, where the relationship involves an imbalance of power.**



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## Types of bullying

Bullying often results from prejudices and stereotyping. Vulnerable and minority groups who are seen to be 'different' are often bullied, however people may be targeted for no reason at all.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Race, religion or culture
- Special educational needs
- Appearance or health conditions
- Sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist or sexual bullying
- Cyber bullying

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

Our School is aware that it is possible that the bully may be an adult and will impose appropriate sanctions and if necessary follow safeguarding procedures where this is the case.

## Preventing and responding to bullying

### What we do to prevent bullying

We will:

- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through information and displays, through peer support and through the student council
- Train all staff to identify bullying and follow school policy and procedures on bullying

### Encouragement to tell

We actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that action will be swiftly taken which is sensitive to their needs. Disclosure (telling an adult/peer) can be direct and open or indirect and anonymous. Everyone must realise that not telling someone means that the bullying is likely to continue.



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## Roles

### Staff

We expect staff to:

- Use our Christian Values to guide behaviour
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have
- Provide pupils with a good role model
- Raise awareness of bullying through stories, role-play, discussion, peer support, pupil/student council, PSICHE, RE and Citizenship
- Through the Headteacher, keep the Governing Body well informed regarding issues concerning behaviour management
- Ensure pupils know how to express worries and anxieties about bullying
- Involve pupils in anti-bullying campaigns in schools

### Parents/Carers

We expect that parents/carers will:

- Understand and engage with everything that is being done to make sure children are safe and enjoy school.

We will ensure parents/carers:

- Know who to contact if they are worried about bullying including our complaints procedure
- Feel confident that everything is being done to make sure their child/children is/are happy and feel safe at school
- Are informed about and fully involved in all aspects of their child's behaviour

We will work with parents/carers to address issues beyond the school gates that give rise to bullying.

Included in this policy is step by step guidance for Parents explaining arrangements for reporting bullying and how incidents will be recorded and investigated.

### Governors

We expect that Governors will:

- Support the Headteacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy



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## Tackling bullying

### Recording

Incidents clearly identified as bullying must be reported to the class teacher responsible for the child/children who have been bullied and those who have been bullying.  
All incidents and follow up action will be recorded.

### Dealing with an incident

Bullying incidents discovered at Whaddon Church of England School will be taken seriously and support will be provided for the target and bully.

We will support all involved by:

- Talking through the incident with the target and bully
- Helping the target and bully to express their feelings
- Talking about which rule(s) has/have been broken
- Discussing strategies for making amends within our Christian ethos of reconciliation and forgiveness.

Support may include:

- Circle Time
- Circle of Friends
- Playground Buddies
- Time to Chat Project
- Peacemakers

Time set aside for regular support/chat/check Sanctions may include, but are not limited to:

- Missing break or another activity
- Meeting with staff, parent and/or pupil(s)
- Formal letter home from the Headteacher
- Exclusion (internal/external)

Parents/carers (of both the target and bully) will be informed of what has happened, and the action taken.

### Links with other school policies and practices

This policy links with a number of other school policies, practices and action plans including:

PSHE Policy  
Behaviour Policy  
Equal Opportunities Policy  
The recording of racial incidents

### Policy monitoring and review

We will formerly review this policy every year as well as if incidents occur that suggest the need for review. The student council will review the anti-bullying policy effectiveness annually. Parents will be involved in policy



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review and monitoring via the school's anti-bullying working party.



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## Step by Step Guide for Parents: Bullying

### Definition of bullying:

**It is the wilful, conscious desire to hurt, threaten or frighten someone repeatedly by an individual or groups.**

**Bullying may include:**

- ❖ Physical Attack: Unwanted physical contact, kicking, punching, pinching, pushing, hitting etc.
- ❖ Words: Teasing and name calling, making fun of physical differences e.g. Fat/thin, tall/short etc.
- ❖ Rumours: Interfering with friendships, isolation of individuals, spreading nasty rumours
- ❖ Threatening: taking money, items, or threaten physical attack
- ❖ Annoying: continually annoying and causing discomfort and frustration
- ❖ Racist: Being unkind about race, colour or religion

### If you are concerned about bullying:

**At Whaddon Church of England School we have clear expectations of good and friendly behaviour and we see bullying in a serious light. We also want to ensure that parents and carers and children are able to communicate their concerns with the school.**

- ❖ Carefully listen to the child's account of the nature of the incident/s
- ❖ Acknowledge a child's fears and experiences. Open communication helps to accurately establish the nature of the concern and also if the situation changes or improves with time.
- ❖ Speak to the **Class Teacher** who will make thorough enquiries and address the situation.
- ❖ Follow up with the Class Teacher and the child to find out about improvements and changes to the situation.
- ❖ Please continue to tell your class teacher if you feel that the situation has improved, worsened or remained unchanged. This will allow measures to
- ❖ be adjusted in order to resolve the matter.
- ❖ Should you not be entirely satisfied with the situation it would be possible to arrange a meeting with the School Head who will further address the situation.

**Never bully back, keep the communication open with the Class Teacher in working towards a solution.**

### Maintaining a friendly and safe environment for our children:

We all play a very important role in ensuring that Whaddon continues to provide a safe, caring and friendly environment for our children, allowing children to concentrate on and flourish in their education.

**Your help is vital. Please help us by:**

- ❖ Preparing young children about acceptable friendly behaviour and the negative effects of bullying
- ❖ Encouraging children to identify and report bullying that they either experience or see
- ❖ Encouraging children to speak to yourselves and staff about their concerns, fears and experiences so that behaviour can be corrected very quickly





## Resources:

Some useful websites that provide information on Bullying:

- ❖ [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk) - Provides Help and advice for Parents, Carers, Children, Young People and Practitioners
- ❖ [www.kidscape.org.uk](http://www.kidscape.org.uk) - Provides advice, downloadable resources, assertiveness training for children
- ❖ [www.childline.org.uk](http://www.childline.org.uk) - get help and advice about bullying issues, talk to a counsellor online.
- ❖ [www.bullyfreezone.co.uk](http://www.bullyfreezone.co.uk) – the project aims to raise awareness of alternative ways of resolving conflict and reducing bullying.
- ❖ [www.parentlineplus.org.uk](http://www.parentlineplus.org.uk) – a national charity providing help and support to anyone caring for children
- ❖ [www.nspcc.co.uk](http://www.nspcc.co.uk) – to make you more aware of the dangers children face, plus handy hints to help you to brush up your parenting skills. Go to [Help and Advice, Parents and Carers](#)
- ❖ [www.stopbullyingnow.hrsa.gov](http://www.stopbullyingnow.hrsa.gov) - Bullying Information, Resources, and Prevention Tips. Whether you have been bullied, witnessed bullying, or bullied someone else



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# Anti-Bullying Statement

WE WILL NOT ALLOW BULLYING IN OUR SCHOOL.

Bullying can happen in different ways:

- PHYSICAL ATTACK – for example kicking, punching or slapping.
- WORDS – Someone saying nasty things to you. Teasing and name calling.
- FACE TO FACE or ONLINE – Saying unkind things to or about you.
- THREATENING – to take money or belongings from you or to hurt you.
- RUMOURS – someone spreading nasty rumours about you.
- ANNOYING – someone continually annoying you.
- RACIST – someone being nasty about your race or religion.
- RUDE – someone being rude to you because of how you are for example fat/thin, tall/short.

IF YOU ARE BEING BULLIED - TELL SOMEONE. TELL YOUR TEACHER OR ANY OTHER MEMBER OF STAFF YOU FEEL YOU CAN TALK TO. REMEMBER WE ARE HERE TO HELP YOU.

**WE WILL NOT LET YOU BE BULLIED BY ANOTHER CHILD IN THIS SCHOOL**



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# BULLYING

What should I do?

1

Tell an adult



2

Tell a friend



3

Think first



4

Walk away



*Liz's Early Learning Spot*

