



Speen Church of England School

May our roots go down deep into the soil of God's love and make us strong *Ephesians 3 v 17*
Our vision is to be a happy, vibrant and caring school with deep roots in the Christian faith, so all grow and flourish (spiritually, academically, socially and emotionally).

SEEK, BELIEVE, ACHIEVE!

Make a tree good and its fruit will be good... for a tree is recognised by its fruit *Matthew 12 v 33*

Together we strive to

- **SEEK** knowledge about the amazing world around us and to understand God's teaching for our lives.
- **BELIEVE** that if we grow as a *family* together in our *care, courage, respect, honesty, and responsibility*, we will
- **ACHIEVE** our full potential, to be the best we can be

As a tree makes fruit, a good person brings life to others *Proverbs 11 v 30*

Anti-Bullying Policy

Statement of Intent:

The governors and staff of Speen Church of England School wish to see all pupils '*achieve their full potential*', academically, emotionally, socially and spiritually. In '*understanding God's teaching for our lives*', (explored through our times of collective worship), our Christian values of *care, courage, respect, honesty, and responsibility* help us to grow as a *family* together. They also form and underpin the basis of how we behave towards others. By pursuing these values, we believe that not only will our individual lives bear fruit, but that we will '*bring life to others*'.

Through our anti-bullying policy, we will:

- Promote respect for each other and the School
- Help pupils towards an understanding of what is right and wrong
- Support everyone in forming good relationships with adults and peers

We will tackle incidents of bullying by encouraging an environment where individuality is celebrated ('*Believe we are all unique*') and individuals can develop without fear ('*Achieve our full potential*').

Definition of terms:

Bullying...

- is hurtful, threatening, harmful and disrespectful behaviour.
- can include behaviours, which hurt, threaten, worry or frighten another person or group of people.
- can be unprovoked, can happen again and again and sometimes can continue for a long period of time.
- can be hidden.
- misuses power with one or more people feeling victimised by the bully or bullies.

Bullying behaviours can include physical, social and psychological aspects such as:

- name-calling, taunting, mocking, making offensive comments.
(these can be linked to an individual's physical appearance or characteristics eg gender specific, race, disability, religion or belief etc)
- kicking, hitting, pushing, fighting.
- taking or damaging belongings.
- text messaging, emailing, chat-room insults (cyber-bullying).
- gossiping, spreading hurtful and/or untruthful rumours.
- socially excluding people from groups, e.g. not talking to them, excluding them from activities.

Bullying can be harmful to all involved, not just the bullied, and can result in loss of self-confidence, self-doubt, low self-esteem, depression, worry, anxiety and self-harm.

Speen Church of School is aware that it is a possibility that the bully may be an adult and will follow child protection procedures where this is the case.

Possible Signs of Bullying

- unwilling to go to school
- starting to under-achieve at school
- coming home regularly with belongings damaged
- coming home hungry
- becoming withdrawn
- beginning to stammer
- becoming upset and stopped eating
- crying themselves to sleep at night
- having unexplained bruises and scratches
- losing possessions
- refusing to say what's wrong
- giving improbable excuses

The aim of our anti-bullying policy is to:

- Clarify for pupils and staff what bullying is and state that it is always unacceptable.
- Explain to staff, pupils and the school community why bullying and harassment might occur and the impact on individuals and the school as a whole.
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning.

Speen School intends:

- To involve the School Council in any planning, discussion and dissemination of any work related to anti-bullying.
- To have good pastoral care in place so that all pupils feel they have someone they can talk to
- To regularly monitor and review the policy by gaining feedback from staff, pupils, parents/carers and the wider school community, whether this is informally or via surveys.

What we do to prevent bullying:

Everyone involved in the life of the School must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and conveying a clear understanding that we disapprove of unacceptable behaviour (but not the pupil), and by being clear across the school that we follow school rules. All members of the school community are expected to report incidents of bullying.

Encouragement to tell:

It is important that we create an atmosphere in school where anyone who feels they are being bullied, or others who know about it occurring, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or more indirect eg via the school's Bag of worries (which is checked by the Headteacher each week). The Bag of Worries story is shared with the children at the beginning of each term as a reminder of its existence. Everyone must realise that 'not telling' means bullying is likely to continue.

Staff have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being in School. They have the closest knowledge of the children in their care and will build relationships involving mutual support, trust and respect.

We expect staff will:

- Provide children with a framework of behaviour including class rules which supports the policy.
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and create a positive atmosphere.
- Provide children with a good role model.
- Raise awareness of bullying through stories, role-play, discussion, peer support, School Council discussion and actions, PSHE, RE and assemblies.
- Through the Headteacher, keep the Governing Body well informed regarding any issues concerning behaviour management and bullying.

We expect that parents/carers will:

- Understand and be engaged in everything that is being done to make sure their child enjoys and is safe at school.
- Support us in helping us meet our aims.
- Feel confident that everything is being done to make sure their child is happy and safe at school.
- Be informed about and fully involved in any aspect of their child's behaviour.
- Be informed about who can be contacted if they have any concerns about bullying.

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 in order to monitor the effectiveness of this policy.

We expect that pupils will:

- Support staff in the implementation of the policy. This might involve contributing to agreed approaches designed to reduce bullying or better deal with incidents that arise. (e.g. via School Council, circle time, discussions etc.).
- Be involved in the monitoring and review process for this policy.
- Feel confident that everything is being done to make the school a safe and secure environment for them to achieve and learn.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.

Recording:

All incidents in or out of class should be recorded. Incidents clearly identified as bullying must be reported to the Headteacher. Parents (of both the bully and the person bullied) should be informed of what has happened, and how it has been dealt with.

Dealing with an incident:

Whenever a bullying incident is discovered, Speen Church of England School will go through a number of pre-arranged steps. The exact nature of each step will depend in part on the nature of the incident and those involved.

1. Those involved need to be aware that when a bullying incident has come to the attention of staff, it has been taken seriously and action has resulted.
2. School expects to support all involved by:
 - Talking through the incident with the bully and the person bullied.
 - Helping the bully and victim to express their feelings.
 - Talking about which rule(s) has/have been broken.
 - Discussing strategies for making amends.
3. Nevertheless, sanctions may include:
 - Restorative justice approaches
 - Time away from an activity within the classroom
 - Missing break or another activity
 - Formal letter home from the Headteacher
 - Meeting with staff, parent and/or child
 - Pastoral support plan
 - Exclusion
4. Parents (of both the bully and the person bullied) are informed of what has happened, and how it has been dealt with.
Records of these discussions are taken.
Failing face-to-face discussion, parents/carers will be informed of any incidents by letter.
5. Child protection procedures will be followed when concerns arise.

Monitoring

Trends and strategies are analysed for inclusion in the Headteacher's reports to Governors. Careful monitoring and analysis provides staff and governors with the regular opportunity to link monitoring to action planning for the following school year.