

Be the best we can, for ourselves, for others and



HILDENBOROUGH CHURCH OF ENGLAND PRIMARY SCHOOL

ANTI-BULLYING POLICY

May 2017

Christian values underpin all that we do at Hildenborough CEP School. We feel it is important for both adults and children alike to understand that Christian values are based on God and the work of Jesus Christ. We believe that the understanding and application of Christian values strengthens the school community's spiritual development and this is reflected through daily deeds and actions. Core Christian values include hope, righteousness, love, and putting God first in our lives. As a school we have chosen the particular Christian values of love, honesty and courage to enhance the children's curriculum and daily school life.

Reviewed	May 2017
Next Review Date	Spring 2018
Ratified by	SLT
Ratified on	17.5.17
Lead Person	Pam Scott
Category	General

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Hildenborough CEP School

ANTI-BULLYING

POLICY

Signed by Headteacher

Signed by Chair of Governors

To be reviewed in Spring 2018

Objectives of this policy

This policy outlines the steps Hildenborough CEP School will take to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community and we are committed to developing an anti-bullying culture whereby no bullying, including between adults or adults and children will be tolerated.

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Our school community:-

- ~ Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- ~ Supports all staff to promote positive relationships and identify and tackle bullying appropriately.
- ~ Ensures 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 this anti-bullying policy.
- ~ Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying policy.
- ~ Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate.

Definition of bullying

Bullying is behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally.

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices [cyberbullying], such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Forms of bullying covered by this policy

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

- ~ Bullying related to race, religion or culture.
- ~ Bullying related to learning difficulties or disability.
- ~ Bullying related to appearance or health conditions.
- ~ Bullying related to sexual orientation [homophobic bullying].
- ~ Bullying of young carers or looked after children, or otherwise related to home circumstances.
- ~ Sexist, sexual and transphobic bullying.

Preventing, identifying and responding to bullying

The school community will:-

- ~ Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- ~ Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience.
- ~ Record all incidents of bullying, and pass to the Headteacher.
- ~ Consider all opportunities for addressing bullying including through the curriculum, through displays, through peer support and through the School Council.

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- ~ Train all staff including learning support staff, learning mentors, and midday supervisors, to identify bullying and follow school policy and procedures on bullying, including recording incidents of bullying.
- ~ Actively create “safe spaces” for vulnerable children.
- ~ Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.

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 campaigns in schools.
- ~ Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Liaison with
parents and
carers

We will:-

- ~ Ensure that all parents/carers know who to contact if they are worried about bullying.
- ~ Ensure that all parents/carers know about our complaints procedure and how to use it effectively.
- ~ Work with all parents and the local community to address issues beyond the school gates that give rise to bullying.

Links with other school policies and practices

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

- ~ Behaviour for Learning policy
- ~ Complaints policy
- ~ Safeguarding policy and procedures
- ~ eSafety policy
- ~ PSHE curriculum
- ~ The recording of racist incidents

Responsibilities

It is the responsibility of:-

- ~ School Governors to take a lead role in monitoring and reviewing this policy.
 - ~ Governors, the Headteacher, Senior Leaders, Teaching and non teaching staff, to be aware of this policy and implement it accordingly.
 - ~ Governors and the Headteacher to communicate this policy to the school community.
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- ~ Pupils to abide by this policy.

The named Governor with lead responsibility for this policy is Tim Saiset

The named member of staff with lead responsibility for this policy is Pamela Scott.

Monitoring and review, policy into practice

This policy will be monitored and reviewed in Spring 2017.

The named Governor for bullying will report on a regular basis to the Governing Body on incidents of bullying and outcomes. Any issues identified through the monitoring of this policy will be incorporated into the school's improvement plan.

Flow Chart

