



Christ the Sower Ecumenical School Anti-Bullying Policy

Vision statement

At Christ the Sower Ecumenical Primary School we provide the 'good earth' for all our children to flourish; where every child can learn and explore who they are created to be, with the high expectation that we, individually and collectively, will enable every child to be and do the best they can.

A loving place where we all care, learn and grow together.

Members of staff responsible:

**Behaviour Lead
All Staff**

Date of policy: Spring 2021

Policy Intent

We believe that bullying will rarely occur in an atmosphere where children are:

- able to understand their own feelings and the feelings of others
- encouraged to express their feelings as part of daily life
- actively involved in and take responsibility for solving the problem.

Our Anti-Bullying policy outlines measures to prevent bullying, to empower children to deal with bullying and to set out clear procedures on how bullying will be dealt with for all pupils. We recognise the emotional distress caused by bullying in whatever form – be it racial, or as a result of a child's appearance, behaviour or special educational needs, or related to sexual orientation – can prejudice school achievement, lead to lateness or truancy and impact on someone's mental well-being.

Definition of Anti-Bullying Policy:

Bullying means that one child is deliberately using his or her power over another to make them feel bad. Bullying is not having a single argument or fight with someone. It isn't saying something bad to someone once when you are angry.

It is the responsibility of everyone associated with the school to promote good relationships and prevent bullying (see Positive Behaviour Policy). We wish to raise the self-esteem of everyone at Christ the Sower School and create an atmosphere of mutual respect.

We strive to ensure that all children are treated fairly and justly and that there is no bullying on the grounds of gender, race, religion, colour, language, culture, social circumstances, appearance, sexuality, ability or disability etc.

However, if bullying is taking place then our guideline is to let someone know. Remember – silence is an ally of the bully.

We will aim:

- For every child to receive an education free from humiliation, oppression and abuse
- To raise the self-esteem of everyone at Christ the Sower School and create an atmosphere of mutual respect
- For everyone associated with the school to promote good relationships and prevent bullying
- To ensure that pupils feel supported if they tell of incidents – both sides needed
- To help bullies become aware of the consequences of their actions
- To ensure children are able to ask for help

Implementation

Procedures:

As a staff we will:

- Encourage non-aggressive behaviour
- Monitor the integration of new pupils, especially older children, where friendship groups have already been formed
- Ensure that we give time and physical space for children to talk about their feelings and describe incidents which have caused them to feel unhappy
- Share this policy with all members of the school community and publish it on the school's website
- Use assemblies, circle time and PSHE to provide an ongoing education to prevent bullying
- Deal with isolated acts of unkindness quickly and fairly
- Refer any serious incidents or behaviours which have been repeated to SMT and/or the Inclusion and Wellbeing Lead

If any parents/carers are concerned that their child may be involved in bullying, they should follow the steps outlined in Appendix B

Dealing with bullying incidents:

We will deal with serious or repeated incidents in the following way:

- The member of SLT and/or the Inclusion and Wellbeing Lead dealing with the incident will investigate thoroughly, collecting evidence and information as quickly as possible.
- All children involved will be spoken to separately and notes kept to record children's perceptions of incidents.
- Any adults who witnessed the incident will complete detailed notes. SLT will meet with the children separately to plan strategies to prevent a reoccurrence. It will be made very clear to the aggressor that the repeated incident is being treated as an act of bullying.
- SLT and children will meet together using individual statements to ensure an understanding of the victim's feelings.
- If another incident occurs between the same children, then SLT and/or the Inclusion and Wellbeing Lead will contact the parents of both children by telephone, and share the information that has been gathered. Where this is not possible, parents will be invited to school to discuss the incidents.

- Parents of all children will be informed of and involved in the plan to prevent a reoccurrence. It will also be monitored daily by SMT and/or the Inclusion and Wellbeing Lead, then weekly, monthly and eventually half termly.
- Share with the children the list of self-help strategies (Appendix A)

We will select, as appropriate, from the following strategies (not in hierarchical order)

- Emergency card system
- Playground buddy
- Removal from playground
- Involvement in a self-esteem programme
- Modelling positive playground behaviour (playground games)
- Fixed term exclusions
- Time out with Inclusion and Wellbeing Lead or member of the SLT

Consequences for the child using bullying behaviours

- SLT and/or the Inclusion and Wellbeing Lead will meet with the children separately to plan strategies to prevent a reoccurrence. It will be made very clear to the aggressor that the repeated incident is being treated as an act of bullying.
- SLT and/or the Inclusion and Wellbeing Lead and children will meet together using individual statements to ensure an understanding of the victim's feelings.
- If another incident occurs between the same children, then SLT and/or the Inclusion and Wellbeing Lead will contact the parents of both children by telephone, and share the information that has been gathered. Where this is not possible, parents will be invited to school to discuss the incidents.
- Parents of all children will be informed of and involved in the plan to prevent a reoccurrence. It will also be monitored daily by SLT and/or the Inclusion and Wellbeing Lead, then weekly, monthly and eventually half termly.

Records

School policy is for all meetings between adults and children; adults and adults to be recorded. Completed meeting notes are to be passed to SLT who will arrange for them to be filed. Children are to be referred to by initials not names. SLT can maintain pastoral records on CPOMS

Appendix A

Anti-Bullying information provided to young people

If you are being bullied the following responses should help.

1. Try not to show you are upset.
2. Try to ignore the bully.
3. Walk away quickly and confidentially even if you don't feel that way inside.
4. Try to be assertive – look and sound confident. Be firm, but do not be aggressive.
5. If a group of pupils is picking on you, look one of them in the eye and say "This isn't funny" and then quickly walk away.
6. If you are in danger, get away.
7. The bullies will not stop if they think they can get away with their behaviour, so report the incident to a teacher or your parents straight away.

Appendix B

Anti-Bullying information for parents

1. Parents are encouraged to work in partnership with the school to achieve good relationships between pupils
2. Parents should contact the class teacher or senior member of staff (Mr Stott (KS2), Mrs Mushtaq (KS1) Mrs Robinson, Mrs Saeeda Wilson Andoh) if they are concerned about their child being unsettled at school or if they suspect that they may be involved in bullying. Try not to keep bullying a secret.
3. For all serious cases of bullying, parents will be asked to take part in discussions about what strategies should be used, and to support the action being taken by the school.
4. Parents should deal with the issue via the school and not by making direct contact with other parents/cares (or children).

Appendix C

What different sorts of bullying are there?

- Making fun of someone
- Hurting with hands or feet
- Name calling
- Taking things away from someone
- Threatening
- Teasing
- Negative body language
- Unkind facial expressions
- Ignoring people
- Leaving people out
- Racism
- Social Media Platforms
- Texting

Who decides how serious bullying is?

- The person who is being bullied!

Why do children who watch bullying often not do anything about it?

- They may be frightened that if they say something they will be hurt too
- They don't care about the other person
- They don't like the other person

What can we do about bullying?

Tell – who can we tell?

- Teachers
- Mrs Robinson
- TAs and other adults in school
- Parents
- Anyone in our family
- Lunchtime supervisors
- Friends
- School Council representative
- The person who is hurting us
- Other people in the playground
- NSPCC
- Childline

Assessing Impact

We have ensured that the Anti-Bullying Policy links with other relevant school policies including:

- Health and Safety Policy
- Positive Behaviour Policy
- Safeguarding and Child Protection Policy
- Confidentiality Policy
- Equality and Diversity Policy
- E - Safety Policy

The Behaviour Lead will monitor behaviour, including bullying, every half term for presentation to the Headteacher and Governors. Trends, patterns and repeated names will be assessed and remedial actions implemented to address those specific issues. Pupil questionnaires and parent questionnaires will also help us gather information to support our anti-bullying culture and policy.