



Thurlaston CE (Aided) Primary
Teaching and living the Christian way

Anti-Bullying Policy

January 2020

Signed

This policy is written in line with our ethos and vision statement of Teaching and Living the Christian Way of Life. All people have an inherent worth and are precious. We all from time to time act unacceptably and should be forgiven and given the chance to change our ways. We promote the Christian values of friendship, justice, forgiveness, thankfulness, generosity, compassion, perseverance and trust.

Principles:

Bullying of any kind, including cyber-bullying, is unacceptable within our school.

The school's positive behaviour policy sets out its key principles for the positive management of behaviour, in accordance with the school's mission statement. It states:

'Every child at the school has the right to feel safe and secure within their school environment so they are able to learn effectively and develop as individuals. Accordingly, each child has a responsibility to behave in a manner which ensures this both for themselves and others.'

Those principles central to this policy relate to respect for others and the encouragement of children to:

- empathise with others, and
- take responsibility for their actions and the consequences of these.

What is bullying?

There is no legal definition of bullying.

However, it's usually defined as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. Hiding books, threatening gestures, etc.)
- Physical pushing, kicking, hitting, punching or use of violence.
- Racist racial taunts, graffiti, gestures, etc.

- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name calling, sarcasm, spreading rumours, teasing, etc.
- Cyber all areas of the internet, such as email and internet chatroom misuse; mobile threats by text messaging and calls; misuse of associated technology, ie camera and video facilities.

Why is it important to deal with bullying?

Bullying hurts. No-one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school / begs to be driven to school
- changes in their usual routine
- is unwilling to go to school (school phobic)/ begins truanting
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or a mobile phone
- is nervous and jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Dealing with Bullying

The school recognises that children who experience bullying need:

- to feel that they can approach or notify a member of staff and that, once they have done so, their situation will be dealt with:
 - promptly
 - supportively
 - sensitively
 - with consistency, and according to common procedures
 - to feel supported by the process adopted and by those helping them
 - to be able to express their feelings and be listened to
 - to have the situation closely and regularly monitored
 - to feel empowered to deal with the situation by developing skills.

The school believes that those who bully others need:

- the opportunity to consider and reflect upon their actions and the consequences of these
- the opportunity to take responsibility for their actions and make reparation for these

The school recognises that all too often, punitive approaches do not break the cycle of bullying as they do not encourage honesty or the active taking of responsibility to effect change. A 'no blame' problem-solving approach is therefore adopted.

1. Report bullying incidents to any member of staff.
2. Opportunities will be given to resolve the situation with all parties involved.
3. In cases of bullying, this will be recorded on an incident form.
4. The bullying behaviour or threats will be investigated and the bullying stopped quickly.
5. An attempt will be made to help the bully (bullies) change their behaviour
6. Outcomes may include some or all of :
 - promise not to do it again
 - say sorry
 - make friends
 - avoid each other
 - parents are invited in to discuss

Prevention

We use a variety of methods for helping children to prevent bullying as and when they are appropriate. These include:

- A clear set of school rules
- Encouraging the practice of the school Christian values.
- Opportunities to share feelings and have discussions about bullying and why it matters, e.g. through circle time, PHSE and assemblies
- Reading stories about bullying or having them read to the class.
- Reviewing the pupil attitude survey which takes place annually.