

SPRATTON CHURCH OF ENGLAND PRIMARY SCHOOL

BULLYING

AIMS OF THE SCHOOL

It is the philosophy of Spratton Church of England Primary School to provide teaching and learning of the highest quality for each and every child. This gives our pupils a measure of independence, a high level of self-confidence, a deep sense of self worth, and an understanding and deeper appreciation of our Christian heritage. To achieve this philosophy we aim to:

- a) Enable all children to achieve their full potential, academically, personally, socially, spiritually and morally.
- b) Deliver the highest standard of education which is broad, relevant, challenging and appropriate to individual needs and the world of work.
- c) Promote high standards of behaviour, based on Christian principles, mutual trust and respect, developing responsibility and self-discipline.
- d) Ensure equal opportunities for all.
- e) Provide a stimulating and welcoming environment in which all are safe, secure and happy.
- f) Promote good citizenship enabling individuals to take a positive role in the wider Church and community.
- g) Become a focus for the local community through mutual sharing of resources and expertise.
- h) Develop a pride in, and a sense of belonging to, Spratton Church of England Primary School.
- i) Provide a high standard of financial management ensuring efficient delivery of services and best value.

To achieve these aims staff and governors will work in partnership with parents, carers and the local community for the benefit of our pupils.

AIMS

- To reduce and eradicate wherever possible instances in which pupils and adults are subjected to bullying or racism in any form.
- To establish appropriate means of providing support should such an incident occur.
- To mirror the Christian ethos of the school.
- To show that we value the cultural diversity of our community and aim to prevent any form of persecution by meeting the needs of our diverse society.

The ultimate aim should be to provide a learning environment free of any threat of fear, thus being conducive to the attainment of individual aspirations.

DEFINITION

The definition has been arrived out in consultation with pupils, staff and parents. Bullying will be defined as repetitive “behaviour by one or more people which produces damaging or hurtful effects, physically or emotionally to any individual”. This also includes comments made about an individual’s religion, culture, disabilities, appearance, health, home circumstances, sexual orientation or gender. An incident of bullying includes any form of harassment, physical aggression, direct verbal comments and social exclusion (including by phone or computer) which contravenes the borough equal opportunities

policy. Hurtful remarks can be made innocently but can still be hurtful to the recipient and so should be taken seriously. A distinction needs to be made between one off acts of aggression which have been committed in the ‘heat of the moment’ rather than as part of an orchestrated campaign.

SETTING STANDARDS

The values and beliefs underlying this Policy are to be considered in the context of the following statements:

- All bullying is unacceptable, regardless of how it is delivered or what excuses are given to justify it.
- The school recognises the detrimental effect on pupils and adults who may be subjected to bullying.
- Victims of bullying will be treated in a supportive manner.
- The school is committed to combating all bullying behaviour.

PERSONS COVERED BY THIS POLICY

All pupils and adults whether permanently or temporarily on school premises will be expected to adhere to this policy.

ACTIONS TO PREVENT BULLYING

PHSE and Circle time are used to develop positive relationships between children and adults so that all feel valued as members of our school community. A class teacher can react to situations by using emergency Circle Time to deal with issues straight away.

The school uses proactive strategies in tackling bullying. The school follows the Social and Emotional Aspects of Learning Programme which has a bullying awareness unit designed to be used by each year group. Through this all pupils are taught of the social and moral responsibility they have to each other and know that harassment in any form is unacceptable.

ACTIONS TO COMBAT BULLYING

Among the activities which the school will establish and maintain in an effort to combat bullying behaviour are:

- *Reactive* - Sanctions against children who show signs of bullying behaviour as outlined in the Behaviour Policy.
- *Proactive* - Allocation of specific roles and responsibilities, both at staff and pupil level, in order that incidents may be detected, behaviour monitored, and appropriate support delivered. For example Year 6 pupils are encouraged to take on a “Playground Friends” role towards younger pupils.
- *Proactive* - Communication of the policy and periodic update in order that staff and pupils are continuously aware of the policy and also of their individual responsibilities.
- *Proactive* - Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner.

INDIVIDUAL RESPONSIBILITIES

It is important that pupils and parents recognise the difficulties which staff may encounter in ensuring that the purpose and intent of the Bullying Policy can be effectively introduced and enforced. In this regard the pupils, including pupil bystanders, and parents are expected to:

- Report all incidents of bullying by speaking to a member of staff or a friend to act as their representative.
- Act in a respectful and supportive manner to their peers, reporting any suspected incidents which the victim may be afraid to report.
- Adhere to and promote the aims and objectives of this statement.
- Refrain at all times from any behaviour which would constitute bullying/racism of fellow pupils/adults.

ROLE OF PARENTS

- Stressing to pupils the importance of sociable behaviour.
- Reporting any misgivings they have concerning either victims of perpetrators of bullying/racism to a member of the teaching staff.
- Actively endorsing and supporting the Bullying Policy.
- Acting as a positive role model for children.
- Encouraging a Christian response within their children, i.e. Not to hit back.

DEALING WITH INCIDENTS OF BULLYING

Any incident of bullying will be recorded and passed to the Class Teacher in the first instance **and** recorded in the Bullying book. This book will be kept in the Headteacher's office and the Headteacher will monitor entries in it weekly. Any proven incident of bullying will be dealt with according to the Behaviour Policy. i.e.

- *When a **pattern** has been seen to develop, both the victim and the alleged perpetrator will be spoken to so as to ascertain the circumstances.*
- **(Grade 1 Response)** *A child suspected of bullying will receive a recorded verbal warning and work on the Bullying aspect of the Social and Emotional Aspects of Learning to correct their behaviour.*
- **(Grade 2 Response)** *If the behaviour continues, the child will receive a letter home and parents will be invited in for a discussion with the Class Teacher.*
- **(Grade 3 Response)** *Any reoccurrence could lead to a fixed term exclusion.*
- *Victims will receive support using the Protective Behaviours programme so that they can identify when certain situations are developing and who they can turn to for help.*
- *If the same victim's name appears but with different bullies this will be treated as bullying because it indicated victimisation of a child by a larger group.*

(Extract from the Spratton Church of England Primary School Behaviour Policy)

All allegations of bullying/racism will be taken seriously. In accordance with DCFS guidelines *all* racist incidents will be recorded and parents and governors will be made aware of the incident and the action taken to deal with it, as will the Local Authority.

All adults and pupils need to know that reported incidents are taken seriously and dealt with. Incidents could be reported to any adult on the school staff (preferably the class teacher) or to visitors such as teacher training students. The adult concerned should make a dated record of the allegation in the Bullying Book and the class teacher should be made aware of it.

If a parent is unhappy how an incident has been dealt with they may make a representation to the Complaints Committee of the Governing Body and this will be dealt with in accordance to the Complaints Policy.

These records should be kept in case they are needed in the future.

Any incident of racism should also be reported to the Headteacher.

REVIEW ARRANGEMENTS

The effectiveness of the policy is reviewed through the annual questionnaire to parents and pupils and suggestions are taken for changes. The policy is to be reviewed by the whole governing body and is written in conjunction with the Parent Governors who canvas opinion of parents.

Last reviewed Spring 2014

Next review Spring 2017