

Whickham Parochial Church of England Primary School



Anti-bullying Policy

“Treat others the way that you want to be treated.”
Matthew 7:12

Mission Statement

At our Parochial school we aim to provide a stimulating and caring environment in which every child flourishes, with Christianity at the heart of all we do.

Aims

At Whickham Parochial we believe that every child is entitled to enjoy their childhood, celebrate their individuality and reach their full potential. We aim to do this through:

- Creating a caring school family living by Christian values.
- Celebrating everyone's strengths and efforts.
- Valuing the opportunities we have to contribute to our community and the wider world.
- Offering wide ranging quality experiences that stimulate children's minds.
- Encouraging respect for others, positive behaviour and good manners, enabling all children to feel secure and valued.
- Building strong links between school, home and church.
- Preparing children for future challenges in a changing world

We wish every child to take with them happy memories of Whickham Parochial into their future life.



Introduction

It is possible for bullying to take place in every school and in the wider community and we seek to address this issue by developing both a culture of openness and a structured response to incidents. This policy is a response to the DfE guidance: Don't Suffer in Silence and Bullying – A Charter for Action. This policy also draws on the experience of schools within Gateshead MBC and reflects the LEA policy.

DfE guidance defines bullying as actions that are meant to be hurtful, and which happen on a regular basis. Bullying can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to).

Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim to produce a safe and secure environment where all can enjoy learning without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce a consistent school response to any bullying incidents that may occur and to outline the measures undertaken by our school community to reduce episodes of bullying and help victims with strategies to see help.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Definition – What is bullying?

- It is deliberate hurtful behaviour
- It is repeated over a period of time
- It is difficult for those being bullied to defend themselves

Bullying takes many forms but the four main types are

Physical – hitting, kicking, taking /destroying belongings

Verbal – name-calling, insulting, making racist, sexist and other personal comments

Indirect – spreading hurtful rumour and gossip about someone or excluding them from social groups

Cyber – bullying through social media, via computers / tablets or mobile phones

Implementation

Proactive Strategies

- A clear lead from senior management with effective and repeated communication between staff, governors, parents and pupils
- Modelling positive behaviour for pupils by all adults
- Using our Christian ethos to emphasise expectations and use as a model for respect, compassion, tolerance and inclusion
- Being available to requests for help and recognising the need for intervention in order to support pupils, parents and staff
- Monitoring pupil behaviour carefully in and around school



- Recognise behaviour change and early signs of distress (e.g. bedwetting, lateness, deterioration of work, spurious illness, isolation, desire to remain with adults, increased anxiety and fear) as an indicator of bullying
 - Organised initiatives (e.g. anti-bullying week, playground champions)
 - Curriculum approaches, promoting understanding of bullying issues through RHSE and other curriculum areas
 - Collective worship to support in the embedding of a Christian culture of action and tolerance.
 - Drawing upon the expertise and experience of outside agencies and other schools

Reactive Strategies

- Log incidents (all, not only bullying) on CPOMS so that patterns of behaviour between particular children can be identified quickly.
- Discuss incidents with all parties if any patterns occur and support children in strategies to avoid recurrence. *This is especially important if the incidents have been raised by a parent and the child has not felt willing or able to speak to an adult.
- Ensure that CPOMS is seen by all relevant staff including lunchtime supervisors.
- Increase vigilance at times of transition and other less structured times of the day.
- Once it has been established that bullying has taken place, parents of pupils involved should be notified and if necessary invited to visit the school
- Once clear evidence of bullying is established, actions will be taken to ensure that there is no recurrence. This can include:
 - individual interview/counselling for both parties by teaching staff
 - increased monitoring of both vulnerable parties
 - inclusion in anti-bullying programmes
 - providing alternative facilities for less structured times
 - involve outside agencies
 - increase home-school liaison
 - use of reward/sanctions as defined in the Good Behaviour Policy

The role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. The governing body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

The governing body monitors and reviews the effectiveness of this policy regularly.

The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use an assembly as the forum in which to discuss with other children why this behaviour was wrong.

The Headteacher ensures that all staff, including lunchtime staff, receives sufficient training to be equipped to identify and deal with all incidents of bullying.



The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The role of parents

Parents, who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Headteacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school Complaints policy.

Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

The role of pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors on request about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually.

This policy will be reviewed every three years or in the light of changes to legal requirements.

Mrs R Walton
October 2022

