

Anti-Bullying Policy

Swanbourne CE School

Mursley CE School

Drayton Parslow Village School

(In this policy known as the Three Schools)



This policy was adopted on - **October 2016**

The policy is to be reviewed by - **October 2017**

(Copies of this policy are available for staff, parents, visitors and volunteers on request from the school office).

The Three Schools Anti Bullying Policy

Introduction

At The Three Schools we aim to provide an environment underpinned by Christian values, where everyone experiences the joy of learning. Bullying at The Three Schools is taken very seriously; it is not a normal part of growing up and it can have a negative impact on learning, attainment and attendance

Objectives

The Three Schools' Anti-Bullying Policy outlines what we will do to prevent and tackle bullying. This policy has been drawn up with involvement of the whole school community.

Our anti-bullying policy aims to:

- Promote respect and tolerance for each other, including and engaging with everyone's perception of bullying
- Provide a secure, stimulating, positive and mutually respectful and inclusive environment for learning
- Clarify for pupils and staff what bullying is and that it is always unacceptable
- Explain to staff, pupils and the whole school community why bullying occurs and its impact on individuals and the school as a whole
- To have in place an anti-bullying support system based on reconciliation and forgiveness, that all staff and pupils understand and to apply the system consistently.

Our school community

- Will discuss, monitor and review our anti-bullying policy on a regular basis
- Will support staff to promote positive relationships and identify and tackle bullying appropriately
- Will ensure 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 the anti-bullying policy
- Will report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.

Definition of bullying

As agreed by our whole school community:

The repetitive or persistent intentional hurting of one person by another, where the relationship involves an imbalance of power.

Types of bullying

Bullying often results from prejudices and stereotyping. Vulnerable and minority groups who are seen to be 'different' are often bullied, however people may be targeted for no reason at all.

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

- Race, religion or culture
- Special educational needs
- Appearance or health conditions
- Sexual orientation
- Bullying of young carers or looked after children or otherwise related to home circumstances

- Sexist or sexual bullying
- Cyber bullying

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; inappropriate text messaging and electronic messaging (including through web-sites, Social Networking sites and Instant Messenger); sending offensive or degrading images by phone or via the internet; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.

The Three Schools are aware that it is possible that the bully may be an adult and will impose appropriate sanctions and if necessary follow safeguarding procedures where this is the case.

Preventing and responding to bullying

What we do to prevent bullying

We will:

- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Consider all opportunities for addressing bullying including through the curriculum, through information and displays, through peer support and through the student council
- Train all staff to identify bullying and follow school policy and procedures on bullying.

Encouragement to tell

We actively encourage anyone who is being bullied, or others who know about it, to feel that they will be listened to, and that action will be swiftly taken which is sensitive to their needs. Disclosure (telling an adult/peer) can be direct and open or indirect and anonymous. **Worry boxes** are available for indirect/anonymous disclosure. Everyone must realise that not telling someone means that the bullying is likely to continue.

Roles

Staff

We expect staff to:

- Provide children with a framework of behaviour including class rules which supports the whole school policy
- Emphasise and behave in a respectful and caring manner to pupils and colleagues, to set a good tone and help create a positive atmosphere
- Offer support to pupils who have been bullied
- Work with pupils who have been bullying in order to address the problems they have
- Provide pupils with a good role model
- Raise awareness of bullying through stories, role-play, discussion, peer support, pupil/student council, PSICHE, RE and Citizenship
- Through the Headteacher, keep the Governing Body well informed regarding issues concerning behaviour management
- Work with our nominated anti-bullying lead staff member so that the anti-bullying policy can be properly enforced and monitored
- Regularly canvas views on the extent and nature of bullying

- 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
- Promote Prospectuses for parents/carers/pupils which explain arrangements for reporting bullying and how incidents will be recorded and investigated

Parents/Carers

We expect that parents/carers will:

- Understand and engage with everything that is being done to make sure children are safe and enjoy school.

We will ensure parents/carers:

- Know who to contact if they are worried about bullying including our complaints procedure
- Feel confident that everything is being done to make sure their child/children is/are happy and feel safe at school
- Are informed about and fully involved in all aspects of their child's behaviour

We will work with parents/carers to address issues beyond the school gates that give rise to bullying.

We have produced a step by step guidance leaflet for Parents /Carers explaining arrangements for reporting bullying and how incidents will be recorded and investigated.

Governors

We expect that Governors will:

- Support the Headteacher and the staff in the implementation of this policy
- Be fully informed on matters concerning anti-bullying
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

Tackling bullying

Recording

Incidents clearly identified as bullying must be reported to the class teachers responsible for the child/children who have been bullied and those who have been bullying. All incidents and follow up action will be recorded.

Dealing with an incident

Bullying incidents discovered at The Three Schools will be taken seriously and support will be provided for the target and bully.

We will support all involved by:

- Talking through the incident with the target and bully
- Helping the target and bully to express their feelings
- Talking about which rule(s) has/have been broken
- Discussing strategies for making amends within our Christian ethos of reconciliation and forgiveness.

Support may include:

- Circle Time
- Circle of Friends
- Playground Buddies
- Time to Chat Project
- Peacemakers
- Time set aside for regular support/chat/check

Sanctions may include, but are not limited to:

- Missing break or another activity
- Meeting with staff, parent/carer and/or pupil(s)
- Formal letter home from the Headteacher
- Exclusion (internal/external) Parents/carers (of both the target and bully) will be informed of what has happened, and the action taken.

Links with other school policies and practices

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

PSHE Policy Behaviour Policy

Equal Opportunities Policy

The recording of racial incidents

Policy monitoring and review

We will formerly review this policy every year as well as if incidents occur that suggest the need for review. The student council reviews the anti-bullying policy effectiveness annually. Parents/carers will be involved in policy review and monitoring via the school's anti-bullying working party.

David May (Deputy Headteacher)

Policy created - **October 2016**

Policy to be reviewed - **October 2017**

The Three Schools Guide for Parents: Bullying

Definition of bullying:

It is the wilful, conscious desire to hurt, threaten or frighten someone repeatedly by an individual or groups.

Bullying may include:

- Physical Attack: Unwanted physical contact, kicking, punching, pinching, pushing, hitting etc.
- Words: Teasing and name calling, making fun of physical differences e.g. Fat/thin, tall/short etc.
- Rumours: Interfering with friendships, isolation of individuals, spreading nasty rumours
- Threatening: taking money, items, or threaten physical attack
- Annoying: continually annoying and causing discomfort and frustration
- Racist: Being unkind about race, colour or religion

If you are concerned about bullying:

At The Three Schools we have clear expectations of good and friendly behaviour and we see bullying in a serious light. We also want to ensure that parents and carers and children are able to communicate their concerns with the school.

- Carefully listen to the child's account of the nature of the incident/s
- Acknowledge a child's fears and experiences. Open communication helps to accurately establish the nature of the concern and also if the situation changes or improves with time.
- Speak to the Class Teacher who will make thorough enquiries and address the situation.
- Follow up with the Class Teacher and the child to find out about improvements and changes to the situation.
- Please continue to tell your class teacher if you feel that the situation has improved, worsened or remained unchanged. This will allow measures to be adjusted in order to resolve the matter.
- Should you not be entirely satisfied with the situation it would be possible to arrange a meeting with the School Head (or a senior staff member in their absence) who will further address the situation.

Never bully back, keep the communication open with the Class Teacher in working towards a solution.

Maintaining a friendly and safe environment for our children:

We all play a very important role in ensuring that The Three Schools continues to provide a safe, caring and friendly environment for our children, allowing children to concentrate on and flourish in their education.

Your help is vital. Please help us by:

- Preparing young children about acceptable friendly behaviour and the negative effects of bullying
- Encouraging children to identify and report bullying that they either experience or see
- Encouraging children to speak to yourselves and staff about their concerns, fears and experiences so that behaviour can be corrected very quickly

Resources

Some useful websites that provide information on Bullying:

- www.anti-bullyingalliance.org.uk - Provides Help and advice for Parents, Carers, Children, Young People and Practitioners
- www.kidscape.org.uk - Provides advice, downloadable resources, assertiveness training for children
- www.childline.org.uk - get help and advice about bullying issues, talk to a counsellor online.
- www.bullyfreezone.co.uk - the project aims to raise awareness of alternative ways of resolving conflict and reducing bullying.
- www.parentlineplus.org.uk - a national charity providing help and support to anyone caring for children
- www.nspcc.co.uk - to make you more aware of the dangers children face, plus handy hints to help you to brush up your parenting skills. Go to [Help and Advice, Parents and Carers](#)
- www.stopbullyingnow.hrsa.gov - Bullying Information, Resources, and Prevention Tips. Whether you have been bullied, witnessed bullying, or bullied someone else

Anti-Bullying Statement

WE WILL NOT ALLOW BULLYING IN OUR SCHOOL.

Bullying can happen in different ways:

- PHYSICAL ATTACK - for example kicking, punching or slapping.
- WORDS - Someone saying nasty things to you. Teasing and name calling.
- THREATENING - to take money or belongings from you or to hurt you.
- RUMOURS - someone spreading nasty rumours about you.
- ANNOYING - someone continually annoying you.
- RACIST - someone being nasty about your race or religion.
- RUDE - someone being rude to you because of how you are for example fat/thin, tall/short.

IF YOU ARE BEING BULLIED - TELL SOMEONE.

TELL YOUR TEACHER OR ANY OTHER MEMBER OF STAFF YOU
FEEL YOU CAN TALK TO.

REMEMBER WE ARE HERE TO HELP YOU.

WE WILL NOT LET
YOU BE BULLIED BY
ANOTHER CHILD IN THIS SCHOOL