



## Anti-Bullying Policy

<b>Committee Name:</b>	Standards and Achievement Committee
<b>Date of Approval:</b>	February 2018
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<b>Person responsible:</b>	Head Teacher

### *‘Together we live and grow in the love of Jesus Christ’*

St Saviour's C. of E. Primary School was founded by and is part of the London Diocesan Board for Schools (LDBS). The school is to be conducted as a Church of England school in accordance with Canon Law and the teachings of the Anglican Church and in accordance with the Diocese of London. At all times, the school is to serve as a witness for the Christian Faith in Our Lord Jesus Christ. Through the children's behaviour we expect the children to follow the school's vision of 'Together we live and grow in the love of Jesus Christ.' They can achieve this by thinking about and using our school values (the Fruit of the Spirit) to guide them. In reference to this particular policy, the fruits of patience, kindness, self control and love are important to think about.

**This policy works in partnership with the Code of Conduct, Behaviour , Home-School Agreement and Online-Safety Policy.**

### **What is Bullying?**

Bullying is purposeful and repeated action conducted by an individual or group and directed against an individual who cannot defend him/ herself in the situation.

Bullying can take different forms:

- Verbal bullying: name calling, use of threatening or provocative language, etc;
- Psychological bullying: excluding an individual from group play, refusing to talk to or even acknowledge an individual;
- Cyber bullying (see e-safety policy)
- Physical bullying: hitting, kicking, grabbing an individual; taking or hiding another's property etc.

At St Saviour's we are proud of our friendly school; however we acknowledge that bullying does happen from time to time - indeed, it would be unrealistic to claim that it does not.

### **Our aims:**

- ❖ Ensure that all children and adults within school have a common understanding of what bullying is
- ❖ Minimise all forms of bullying;
- ❖ Communicate clearly to children and parents the school's strong response;
- ❖ Stress that the whole school community acts together on this issue;
- ❖ Continually work to maintain a warm and harmonious atmosphere within school
- ❖ Children will be encouraged to use scripture as a guide for acceptable behaviour.

### **Principles**

- ❖ All children are expected to live out the Christian values.

- ❖ All children are expected to follow our school Vision and associated values (Fruit of the Spirit)
- ❖ All allegations of bullying will be carefully investigated;
- ❖ Pupils, parents and staff will be encouraged to talk openly about the issue;
- ❖ As part of the curriculum, greater understanding of bullying in all its forms will be developed;
- ❖ Children will be taught strategies to help them deal with bullying situations which they may encounter;
- ❖ Staff will respond calmly and consistently to allegations or incidents of bullying;
- ❖ The school will protect and support all parties during school / extra curricular time and on school premises whilst issues are resolved.

## Whole School Strategies to Minimise Bullying

1. The school's 'Thought of the Week' allows children to explore the characteristics of Christianity. The weekly theme focuses on how we treat one another and our attitude towards life and learning. Each child chooses two Listening Partners (member of staff) whom they can go to at anytime to with problems or issues.
2. The school's values linked to the Fruit of the Spirit allow the children to explore different characteristics of being a good Christian within our school community and beyond. Each Half Term one of the fruits is a focus of Class Worship and some Collective Worship. Class Worship is led by the children themselves in their classrooms.
3. Each class has a Worry Box that the children can use to write about any worries they have or incidents that have upset them. The class teacher regularly checks the box and deals with any issues that arise.
4. Every class from Year One-Year Six has two elected School Councillors. They hold weekly meetings in the class to discuss any issues that their classmates have and these are discussed and hopefully resolved during weekly School Council meetings led by the a Class Teacher.
5. In response to a recent Happiness Survey, the School Council has purchased new playground equipment using out Sainsbury's Active kids vouchers. This will ensure greater choice and more activities to keep children occupied during playtimes. Support staff are trained to teach skipping.
6. As stated in our Online-Safety Policy, **any** bullying out of school that affects our pupils will be dealt with by the school. Please see our Behaviour Policy for more information.
7. A regular programme of PSHE work, with emphasis on role play, will support this policy.
8. There will be regular teacher – class discussion, e.g during circle time, dealing with friendship / playtime issues.
9. Peer support will be strongly emphasised : children will be taught how to effectively support a bullied child and how to resist "joining in" with bullying;
10. Each class has a reflection book, where children are encouraged to write down their thoughts and reflections.
11. When celebrating Anti-bullying Week (often during Autumn Term) we highlight what the children should do if they are concerned about themselves or someone being bullied:

### If you see someone being bullied:

- DON'T rush over and take the bully on (*eg. If you see someone being bullied, get an adult rather than trying to stop the bully yourself*);
- DO let a teacher or other staff member know;
- DO try to be a friend to the person being bullied;
- DON'T be made to join in;
- DO try to help the bully stop bullying.

### If you are a victim of bullying:

- TELL a teacher or another adult in school;
- TELL your family;
- TAKE a friend with you if you are scared to tell someone by yourself;
- KEEP telling people until someone listens;

- DON'T blame yourself for what has happened.

We also think about Online Safety and cyber-bullying normally in February around national Safer Internet Day.

### **How the School Responds To Specific Allegations of Bullying**

1. The school is loving and nurturing towards all pupils allowing them to freely discuss concerns and issues. Children are encouraged to report anything they feel uncomfortable with using the class worry box, listening partners and class reflection books. Circle time is often used as a time to reflect and from our own behaviour and that of others.
2. All children have identified two NAMED 'Listening Partners', this is recorded in their RE books, displayed in classroom and it also recorded where they can find these people. This can be any member of staff.
3. The children must be given every opportunity to report the bullying in the first instance, but it will be the class teacher who will follow up allegations. Therefore, any other adult in a position of responsibility should feed back to the class teacher as soon as possible.
4. The class teacher takes steps to discuss the problem with the bullies to establish the situation and talk through any issues. An early resolution is sought using these tactics. SMT/HT informed. All incidents are recorded in the Serious Incident Log (located in the School Office)
5. Both bullied and bullying parties are informed that the situation is being monitored by the class teacher/s concerned and by HT/SMT. Information disseminated to support staff and lunchtime supervisors to keep an eye out for trouble
6. If there is no improvement, or further bullying occurs, the issue is taken over by the Headteacher. The parents of the bullying child must be contacted in order to come into school to discuss the problem and to make clear that a zero tolerance policy is being adhered to. If further bullying takes place, there is a real risk that the bully will be excluded for a fixed term in the first instance.
7. As a result of the discussion clear expectations are laid down as to:
  - Expected behaviour and attitudes;
  - Where the bullying child should be at specific times of the day;
  - Who they should report to, and when:
  - Who they should keep away from:
  - What are the arrangements for beginning/ending lessons, lunchtimes, starting and ending day.
  - Individual circumstance will determine the precise arrangements to be made.
8. Support is given to the bullying child to raise their self esteem and develop appropriate social skills.
9. Children will be encouraged to turn to God in prayer for strength and understanding at difficult times in their life.
10. We also deal with external cases of bullying(for example, whilst travelling to school on the bus or on Social Media) using the same strategies and expectations.