

Eastry Church of England Primary School Anti-Bullying Policy

1) Objectives of this Policy

Eastry Church of England Primary School Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying. The policy has been drawn up through the involvement of the whole school community. As a Church of England Primary School we aim to provide a happy, safe, secure, welcoming environment for all our pupils and staff. The caring ethos of our school and our unified and coherent set of values based on the Christian faith enable us to recognise the dignity of each human being. We also aim to develop in each child, self-esteem, a sense of responsibility, an understanding of the needs of others and a respect for their way of life.

2) Our school community:

- ❖ Discusses, monitors and reviews our anti-bullying policy on a regular basis.
- ❖ Supports staff to promote positive relationships and identify and tackle bullying appropriately.
- ❖ Ensures 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.
- ❖ Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.
- ❖ Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate¹.

3) Definition of bullying

Bullying is **"Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally"**.

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.²

4) Forms of bullying covered by this Policy

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

- ❖ Bullying related to race, religion or culture.
- ❖ Bullying related to special educational needs.
- ❖ Bullying related to appearance or health conditions.

¹ Adapted from Bullying – A Charter for Action, DCSF

² Adapted from Safe to Learn, Embedding anti-bullying work in schools, DCSF, 2007

- ❖ Bullying related to sexual orientation.
- ❖ Bullying of young carers or looked after children or otherwise related to home circumstances.
- ❖ Sexist or sexual bullying.
- ❖ Cyber bullying.

5) Preventing, identifying and responding to bullying

We will:

- ❖ Work with staff and outside agencies to identify all forms of prejudice-driven bullying.
- ❖ 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 displays, through peer support and through the School Council.
- ❖ Ensure all staff follow school policy and procedures on bullying.
- ❖ Actively create "safe spaces" for vulnerable children and young people.

6) Involvement of pupils / students

We will:

- ❖ Regularly canvas children and young people's 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.
- ❖ Publicise the details of helplines and websites.
- ❖ Offer support to pupils who have been bullied.
- ❖ Work with pupils who have been bullying in order to address the problems they have.

6) Liaison with parents and carers

We will:

- ❖ Ensure that parents / carers know whom to contact if they are worried about bullying.
- ❖ Ensure parents know about our complaints procedure and how to use it effectively.
- ❖ Ensure parents / carers know where to access independent advice about bullying.
- ❖ Work with parents and the local community to address issues beyond the school gates that give rise to bullying.

7) Links with other school policies and practices

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

- ❖ Complaints policy
- ❖ Teaching of Citizenship and PHSE
- ❖ The recording of racial incidents
- ❖ Behaviour Policy

❖ Confidentiality Policy

8) Single Equality Scheme

(this is part of our duties under various government legislation ~ Race Relations Act [2000] Disability Discrimination Act [2005], Equality Act [2006] and Employment Equality Regulations [2006])

- This policy is drawn up with regard to our duties to promote gender, race, disability, sexuality, age and religion or belief equality.
- This policy links into our Single Equality Scheme was ratified by the governing body in February 2018.

9) Monitoring & review, policy into practice

We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review. The school uses the guidance by the DFE* and the Anti-Bullying Alliance** to inform its action planning to prevent and tackle bullying.

10) Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and Non Teaching staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.
- Pupils to abide by the policy.

* *DCSF Guidance "Safe to Learn: Embedding anti-bullying work in schools"*

<http://www.teachernet.gov.uk/wholeschool/behaviour/tacklingbullying/safetolearn/>

***Anti Bullying Alliance guidance*

http://www.anti-bullyingalliance.org.uk/Page.asp?originx_4237co_4721421398769u17h_2007627412x

Date agreed 2/18

Review date 2/21