

Anti-Bullying Policy Caton St. Paul's C.E. Primary School

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“Love the Lord your God with all your heart and with all your soul and with all your mind and with all your strength.’ The second is this: ‘Love your neighbour as yourself.’ There is no commandment greater than these.”

Mark 12:30-31

As a Christian school we aim to love and serve God first and ourselves and others second. The daily witness for Christ must be demonstrated, not only in word, but also in deed, in caring for our neighbour and showing compassion. Our school is a place which recognises that every child and young person should be given the support, encouragement and opportunities to flourish in their potential as a child of God.

This Anti-bullying Policy is based on the church of England's advice found in the Valuing All God's Children Report 2 (Autumn 2018). It reflects our school vision and values as a Church of England school where all the members of our school community are loved by God and all are encouraged to live out that love by welcoming and valuing each other. This includes being able to respect each other even when individuals may hold different points of view from each other.

Vision

‘One Family Belonging, Believing and Learning Together’

This policy reflects the school vision and values as a Church of England school where all the members of the school community are loved by God and all are encouraged to live out that love by welcoming and valuing each other. This will include being able to respect each other even when individuals may hold different points of view from each other. However, as a Christian school we aim to love and serve God first and ourselves and others second.

We believe that all people are made in the image of God (Gen 1:27) and are unconditionally loved by God. We believe that everyone is equal in the sight of God because we recognise that none of us can live up to the “holiness” of God. As a result, we treat each other with dignity and respect striving to live lives that reflect our Christian values of Trust, Friendship, Thankfulness, Generosity,

Compassion, Justice, Service, Perseverance, Respect, Truthfulness, Courage, Forgiveness. We seek that each person be enabled to flourish whatever their differences.

Aims

- To live out our Christian vision and values following the example of Jesus Christ whose love embraced all.
- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline the school's commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

School Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is **deliberate** and **repeated**. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community. The Christian vision and values of the school should lead to a diminishing of any such behaviour.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gesture, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent bullying

Bullying could be based on many things, including:

- Race
- Religion or belief
- Special Educational Needs or disability
- Culture or class
- Appearance or health conditions
- Sexual orientation or Gender identity (homophobic, biphobic, transphobic)

- Gender
- Related to home or other personal circumstances

Reporting bullying

Children are actively encouraged by all who support our school to tell if they are being bullied – e.g. teachers, other adult staff and peers.

Children are actively encouraged and shown how to report incidents of bullying – e.g. tell an adult, anonymous reporting box, discussion with Learning Mentor/member of staff.

Reporting – role and responsibilities

- Staff
 - all staff have a duty to challenge bullying, report bullying, be vigilant to signs of bullying and play an active role in the school’s efforts to prevent bullying
 - The Headteacher and Deputy Headteacher are anti-bullying leads
- Senior staff
 - The Senior Leadership team and the headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.
 - The Headteacher is responsible for anti-bullying and can be contacted via the school office (01524 770241) or email (head@stpauls.lancs.sch.uk)
- Parents/carers
 - Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying while also supporting the school in following policy.
 - Parents/carers should report bullying to the school via the Headteacher (head@stpauls.lancs.sch.uk or 01524 770241)
- Pupils
 - The Christian vision and values of the school respect all so pupils should not take part in any kind of bullying and should watch out for signs of deliberate and repeated threatening behaviour among their peers. If any is noticed they should offer support to the victim and encourage them to report it.
- Governing Board
 - To discuss and agree the anti-bullying policy, and to keep up to date on national guidelines and reports
 - To ensure the implementation of the anti-bullying policy
 - To monitor reports of bullying in the school

Responding to bullying

1. Staff will record the bullying on an incident reporting form centrally (via the electronic CPOMS system)
2. Designated school staff will monitor incident reporting forms and information recorded on CPOMS
3. If an incident does occur the designated school staff will produce a report summarising the information which the headteacher will report to the governing body.
4. Support will be offered to the victim of the bullying from the class teacher, Learning mentor and peer buddy system and through the use of restorative strategies.
5. Staff will proactively respond to the bully who may require support from the class teacher, Learning mentor and peer buddy system) and through use of restorative strategies.
6. Staff will assess whether parents and carers need to be involved.
7. Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

Bullying outside of school

Following Jesus' example we do not tolerate injustice and bullying whether it takes place inside or outside of school. The nature of cyber bullying in particular means that it can impact on pupils beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy. The school is active in addressing responsible and respectful use of social media. The school is active in supporting parents to take responsibility for their child's respectful use of social media especially in such a fast changing environment. Staff will assess whether any other authorities (such as police or local authority) need to be involved.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

Prejudiced based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions

School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying (available in each class)
- The whole school curriculum is used to highlight and explore the anti-bullying commitment of the school. There are more extensive opportunities to explore anti-bullying themes within the PSHE programme of study which includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. Together with the PSHE curriculum, the Religious Education programme of study also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Circle time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Peer-mentoring, learning mentor programmes offer support to all pupils as required and appropriate
- Restorative justice strategies provide support to victims of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups such as School Council, Worship committee and School Leaders
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Training

The headteacher is responsible for ensuring that all school staff and adults working in school receive training on the vision and Christian Values of the school and on the anti-bullying policy.

Monitoring the policy

Staff, Governors, Parents and children review the Policy Bi-Annually

Evaluating and reviewing

The headteacher is responsible for ensuring that the vision and Christian Values of the school are rigorously applied to the anti-bullying work in the school and in reporting termly to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld. The governors are in turn responsible for supporting the vision and values and evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed. The policy is reviewed every 12 months.

References

Valuing All God's Children 2 (*The Church of England Education Office, Autumn 2018*)

<https://www.churchofengland.org/more/education-and-schools/education-publications>