

# Cavendish Church of England

## Primary School

### Anti-bullying Policy



Signed: On behalf of Governing Body	
Signed: Headteacher	
Date:	Autumn Term 2020
Date to be Reviewed:	Autumn Term 2021

*Challenge, Creativity, Compassion: Create a pure heart in me – Psalm 51:10*

## **Our Vision**

In our school our Christian vision shapes all we do.

*Challenge, Creativity, Compassion: Create a pure heart in me – Psalm 51:10*

Our School Vision Statement reflects this commitment as children and staff are taught to challenge inequality, prejudice, bullying and harm; to respond with compassion and sensitivity to individual need and to respect the rights of all individuals to be safe and nurtured within God's world.

We encourage children to respond creatively to internal and external challenges in life, with compassion for others, including consideration for creation and the planet itself. Thus we show how to live justly and with a pure heart, reflecting the teachings of Jesus and God's love within our school environment.

We recognise the profound effect that bullying can have on children. There are many definitions of bullying, but most have three things in common:

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

Bullying can take many forms but five main types are:

- Physical e.g. hitting, kicking, taking belongings
- Verbal e.g. name calling, insulting, swearing, prejudicial statements
- Indirect e.g. spreading nasty stories about someone, excluding someone from social groups
- Cyber-bullying via text messages or the internet
- Grooming and attempting to radicalise the recipient

Bullying can be motivated by prejudice against particular groups, e.g. on grounds of race, religion or gender or because a child is looked after, adopted or is a young carer.

## **Cyber-bullying**

Is the use of social media and technology as a medium for bullying behaviour. As such it can occur at any time of day or night, can be intrusive and potentially shared with a much larger network than face to face intimidation.

Schools' teaching and ancillary staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

## **Contextual Safeguarding**

Staff and governors at Cavendish C of E Primary School are aware that children can be vulnerable to bullying, peer on peer abuse and intimidatory behaviours in their time outside of home and school, especially as children and young people become more independent.

Our PSHE programme supports children's developing understanding of how to stay safe and where to seek help.

### **Statutory duty of schools**

Headteachers have a legal duty under the duty of the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring those procedures to the attention of staff, parents and pupils.

### **Prevention**

At our school all staff are committed to ensuring we create an environment where the opportunities for bullying are minimised. Prevention, education and positive modelling are key.

Pro-active measures include:

- Regular discussions about behaviour expectations and the 5 golden rules
- A Strong pupil voice – House Captains, Faith Council, Eco Council, Arts Council, Health & Wellbeing Council and School Council to facilitate peer-to-peer support
- Sense of belonging through our house system and house activity days
- Respect for others, tolerance and British Values are taught throughout the curriculum
- Guidance on behaviour, tolerance, inclusion and respect for all cultures is evidenced in learning about main world religions
- PSHE lessons
- Activities such as Anti-Bullying day and E-Safety day, United Nations right of the child, Children in Need
- Open communication so children feel able to share their concerns
- Staff cpd
- Working with external agencies and family support practitioners as appropriate
- Teaching safe use of the internet
- Prompt communication with parents and carers
- All staff contribute to ensure children understand our setting is a place where bullying will not be tolerated
- Open the Book
- NSPCC Workshop
- Crucial Crew

### **Implementation of procedures if a bullying event takes place**

#### **Schools**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account of the incident will be recorded and attached to a behaviour reflection sheet for pupils or for adults held in the school staffroom. Forms for reporting incidents should be used from the safeguarding folder. Forms can be completed and held at school or, if considered necessary, sent to the LA. All staff should be familiar with the relevant forms and are required to use them for reporting and recording incidents.
- The Headteacher will interview all concerned and will record the incident

- Teachers will be kept informed
- Parents will be kept informed
- Termly reports to the Governing body of any allegations of bullying or prejudicial behaviour

Our school firmly believes that children who demonstrate bullying behaviour are in as much need of help and support to identify underlying causes, as those children who have been bullied.

### **Pupils**

Pupils who have been bullied or demonstrated bullying behaviour will be supported by:

- Offering an immediate opportunity to discuss the experience with a teacher or member of staff of their choice
- Reassuring the pupil that the behaviour is unacceptable
- Offering continuous support
- Restoring self-esteem and confidence

Pupils who have been bullied or demonstrated bullying behaviour will be helped by:

- Discussing what happened; scaffold reflection
- Discovering why the pupil became involved
- Establishing the wrong doing and the need to change
- Informing parents or guardians to help change the attitude of the pupil
- Targeted intervention to help re-educate views held

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Lost learning
- Removal from certain areas of school premises
- Minor fixed-term exclusion
- Major fixed-term exclusion
- Permanent exclusion

### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.