

Guilden Sutton Church of England Primary School



'Love and Justice for All'

'And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.' Micah 6:8.

through the teachings of Jesus all can flourish spiritually, emotionally and academically throughout life, living out love and justice for all.

Anti - Bullying Policy

Staff member responsible	Mrs. Rainford
Governor/Other responsible	Mrs. S Bayton
Date of Policy	December 2021
Reviewed	Annually 2022

In line with our school motto, 'Love and justice for all,' all members of the school community, whatever their background, disability, ethnicity, gender, identity, learning difficulty, nationality, religion or sexual orientation are welcomed and treated with dignity and respect as people created in the image of God.

As a school, we are committed to not only dealing with bullying, but to do all that we can to prevent it happening in the first place. We seek to build self-esteem in pupils and to celebrate the similarities and differences in people. We use time during collective worship, religious education, PSHE and other curriculum areas to explore issues around bullying and consider other people's points of view and help our pupils learn how to manage their relationships with others. Each child's safety and happiness is of the highest priority for our school, as are our Christian values of love, justice, friendship, forgiveness, compassion and wisdom which underpin the school's family ethos.

Bullying of any kind is unacceptable in our school. If bullying does occur, all pupils should be able to tell someone, feel supported and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that **anyone** who knows that bullying is happening is expected to tell the staff as we believe it is everybody's business. All teachers, support staff, governors, parents and pupils should have an understanding of what bullying is and what to do if bullying arises.

WHAT IS 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.

The school does not tolerate bullying of any kind, whether it be physical, damaging property, verbal, psychological, emotional (e.g. excluding someone) or cyber. If we discover that bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour.

Bullying can be based on any of the following things:

- Race
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual Orientation (homophobic or biphobic bullying)
- Gender Identity (transphobic bullying)
- Special Educational Needs or disability
- Appearance or health matters
- Related to home or other personal situations
- Related to another vulnerable group of people

PUPILS

If you are being bullied in school:

- Talk to an adult that you trust, and take a friend with you if it helps. Alternatively, talk to a friend who can tell an adult for you.
- Do not listen to the bully when they say that you will be in trouble if you talk to someone. You are not doing anything wrong — they are.
- What you say will be passed to your teacher - you will be taken seriously.

If you see someone being bullied in school:

- The best thing you can do to help is to talk to someone, preferably an adult.

Pupils who have bullied will be helped by:

- Discussing what happened and the choices they made.
- Establishing the wrong-doing and the need to apologise and seek forgiveness and reconciliation.

STAFF

If you are approached by a pupil or a parent, all staff and buddies have the responsibility to listen and pass on the details (using the Record of Concern proforma) to the Headteacher/Deputy Headteacher who will then investigate and follow up the matter. Staff will be kept up-dated during Book of Concerns Time in the weekly staff meeting.

Once the investigation has been completed, the action that is required will be determined and communicated to all appropriate people.

The following steps may be applied:

- A warning to stop the bullying actions.
- A discussion aimed at reconciliation between the person being bullied and the bully/bullies.
- Parents of the bully/bullies will be informed.
- The situation will be monitored

If a pupil, parent or staff member shares concerns about bullying behaviour:

- Listen to what they have to say.
- Take it seriously.
- Record what they have said on a Record of Concern Sheet (blank copies are kept in each classroom and an electronic version is on 'Staff Share') and pass the information to the Headteacher/Deputy Headteacher.

- Make it clear that they have made the right decision to tell.
- The investigation will be carried out by the classteacher and a member of the Senior Leadership Team.

PARENTS

If your child is being bullied or is bullying in school:

- Contact the school and ask to speak to your child's classteacher or the headteacher.
- Talk the problem over with the teacher.
- Keep the school informed of any further worries or incidents.

PROCEDURE

- When bullying incidents are reported to staff, they will be recorded and reported to the Headteacher .
- The Headteacher/ Deputy Headteacher will carry out a full investigation.
- Classteachers will be kept informed.
- Parents of all parties will be kept informed.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- Steps will be taken to help the bully/bullies change their behaviour by asking them to reflect on the choices they have made.
- Any plan of action will be documented and shared with all parties.
- All meetings will be minuted.

OUTCOMES

- When the appropriate apology and forgiveness from the person or persons affected by the incident has taken place, the children come to understand the importance of the Christian belief of forgiveness.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Agreed sanctions may be applied. In serious cases, exclusion will be considered.

The Safeguarding Governor will monitor any incidents of bullying that occur during safeguarding meetings with the Headteacher (at least termly), reporting a summary to the Full Governing Body (FGB) at termly meetings. The FGB will review the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying.

The Headteacher will report to the governors, on request, about the effectiveness of school anti-bullying strategies.