



Dove CE (VC) First School Anti-Bullying Policy

Policy approved by the Governing Body on:

Signed _____

Policy will be reviewed by the governing body by:

Vision

Dove CE (VC) First School is a safe, caring, nurturing, happy and loving place to learn and grow, inside and outside, which inspires and provides the best for everyone who is a part of it.

Mission Statement

Dove CE (VC) First School provides the best education and care based on Christian and British Values.

School Aims

At Dove CE (VC) First School, we aim to:

- Work together to promote the Christian ethos and values of our school
- Create a safe, happy, friendly, inclusive and caring learning environment, inside and outside
- Foster and extend a child's natural curiosity, enthusiasm and energy in order that they realise their full potential and experience joy in learning
- Provide appropriate support for pupils with individual educational requirements and respond accordingly
- Pursue the highest standards of achievements in all areas of the school's curriculum
- Praise and acknowledge effort and success
- Support our high quality staff and governors with appropriately targeted professional development opportunities
- Further develop a partnership between children, parents, governors, staff, the church and wider community
- Develop the physical resources and environment of our new school

Our Values

Being a Church of England First School means we embrace the following Christian values:

- Friendship & Respect
- Kindness & Forgiveness
- Trust & Honesty

- Determination & Courage
- Hope & Happiness
- Creativity & Curiosity

Introduction - why we need an anti-bullying policy

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so. Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004).

Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

Consultation (DCSF March 2010) suggested introducing a requirement on schools to report and record serious and persistent incidents of bullying.

Definition - Our Attitude to Bullying

At Dove CE (VC) First School, everyone has the right to feel welcome, safe and happy. We do not tolerate any unkind actions or remarks even if they were not intended to hurt.

This school has chosen to adopt Warwickshire Anti-bullying partnership's definition of bullying:

"When a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following, it could be bullying:

- physically and/ or mentally hurt or worried
- unsafe and/ or frightened
- unable to do well and achieve
- 'Badly different', alone, unimportant and/ or undervalued
- Unable to see a happy and exciting future for yourself.

When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this is bullying."

If someone is made to feel like this, or if they think someone they know feels like this, it should be investigated. This should happen straightaway as it can take a long time to build up the courage to tell.

However, lots of things can make people feel bad, sometimes it depends on the situation we are in, and it is not always bullying, so we think the following definition adapted from one written by the national Anti-bullying Alliance is also useful:

Bullying is any behaviour by an individual or group that:

- is meant to hurt- the person or people doing the bullying know what they are doing and mean to do it
- happens more than once- there will be a pattern of behaviour, not just a 'one-off' incident
- involves an imbalance of power- the person being bullied will usually find it very hard to defend themselves.

It can be:

- physical, e.g. kicking, hitting, taking and damaging belongings
- verbal, e.g. name calling, taunting, threats, offensive remarks
- relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- cyber, e.g. texts, e-mails, picture/ video clip bullying, instant messaging (IM)

Where individuals or groups bully different people, this will be seen as a pattern of behaviour and treated as such" (Warwickshire's Anti-bullying Partnership 2007, Rachel's Anti-Bullying Guide October 2013)

Reasons for being a victim may be

- Race/ religion/ culture

New child in school

- Child with a family crisis
- Disability or special educational needs
- Timid children who maybe on the edge or outside a group
- Appearance/ health conditions
- Sexual orientation

Reasons for being a bully may be

- A victim of violence
- Bullied at home/ enjoyment of power/ creating fear
- Not allowed to show feelings
- Copying behaviour at home or on TV
- Unhappy
- Insecure
- Self-hating

Children and adults from all backgrounds, cultures, races and sexes can be involved in bullying others. This school does not tolerate bullying motivated by prejudice, for example, racist, sexist and homophobic bullying and bullying related to perceptions about disability and/ or special educational needs.

Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make it clear each person's responsibilities with regard to the eradication of bullying in our school.

Everyone has a role to play

Governors-

- The governing body supports the headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.
- The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

Headteacher-

- It is the responsibility of the headteacher to implement the school anti-bullying strategy and to ensure that all staff are aware of the school policy and know how to deal with incidents of bullying. The headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The headteacher draws the attention of children to this fact at suitable moments. Assemblies, worship and circle time activities can be used to support anti-bullying.
- The headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- The headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

Teachers-

- Teachers in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If teachers witness an act of bullying, they do all they can to support the child who is being bullied and will inform the child's parents.
- If teachers become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for all parties. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in the future. If a child is repeatedly involved in bullying other children, we inform the headteacher and the special needs co-ordinator. We then invite the child's parents into school to discuss the situation. In more

extreme cases, where these initial discussions have proven ineffective, the headteacher may contact external support agencies.

- Teachers support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating success of all children, we aim to prevent incidents of bullying.

Parents-

- Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.
- Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Pupils-

- Pupils who feel that they are being bullied should report the incident to a member of staff, giving details of what had happened and who was involved.
- Pupils should inform their family if they have been bullied.
- Pupils should not blame themselves for what has happened

Monitoring, evaluation and review

A senior member of the school staff will be identified to lead on the implementation of the policy and act as a link person with the Local Authority.

The Headteacher's termly report to governors will include an overview of reported concerns and actions taken and outcomes.

Statistical information will be provided to the Local Authority as required.