

St Kenelm's C of E Primary School



Anti-Bullying Policy

October 2019

Nurturing each and all. Guiding, Trusting, Inspiring and Celebrating.

Our Vision, Values and Ethos

Our Vision

Nurturing each and all. Guiding, Trusting, Inspiring and Celebrating.

(The Parable of the Lost Sheep, Matthew 18. 10-14)

Our vision is to celebrate and support all individuals on their life journey within a Christian ethos. We aim to provide a nurturing environment inspiring all to achieve their full potential and flourish through personal discovery within a caring, trusting community.

Our Values

Respect, Honesty, Friendship, Compassion, Thankfulness & Wisdom.

Values are fundamental expressions of what we think and believe. As a school we encourage children to think about personal and social values and to develop their capacity to be active and effective citizens.

Our Ethos

St Kenelm's School demonstrates the major Christian values in the ways children are cared for and in the care and respect the children are expected to show towards all other people, the world beyond the school and their immediate surroundings. As a school, we celebrate the diversity of the wider community and are committed to the principles of inclusion and equal opportunity.

Being kind, helpful and tolerant to each other in line with New Testament teaching underpins the school's ethos.

Following Jesus, our Good Shepherd, our hope is that children will grow into good shepherds themselves; treating each other with love, kindness, care and respect, as they would want to be treated themselves.

ANTI BULLYING POLICY

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. As a Church of England School our core Christian vision and values of Respect, Honesty, Friendship, Compassion, Thankfulness and Wisdom will be key to tackling bullying and offering support to victims of bullying. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. The main types of bullying are:

- Physical (for example hitting, kicking, theft).
- Verbal (for example name calling, taunting, threats, offensive or discriminatory remarks, whether about people or objects).
- Indirect (for example spreading rumours, excluding someone from social groups).
- Cyber (for example sending offensive text messages; using pictures or video clips, instant messaging, emails, social networking sites or other electronic contact to cause harm embarrassment or discredit to pupils or staff of the school).
- Prejudice related (for example homophobic, gender based, sexist, transphobic, racist, religious, Special Educational Needs, disabilities, health conditions or a person's home circumstances such as being looked after or a young carer).
- Sexual (for example inappropriate or unwanted physical contact, verbal comments or cyber messages of a sexual nature).

Bullying includes the above but is not limited to this. It also includes:

- Any form of behaviour which is the result of a specific strategy to make an individual feel miserable.
- Organising others to do any of the above.
- Excluding an individual in such a way that they are made to feel vulnerable and different in a bad way.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. Schools' teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Statutory Duty of Schools

Head teachers 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.

This policy applies only to incidents of bullying which take place on school premises. The School is not legally responsible for bullying which takes place elsewhere. However, the school has an enduring interest in the welfare and conduct of its pupils and will respond proactively to any information it receives about bullying outside school thus:

- If it emerges that if a pupil is responsible for bullying other children outside school then this matter will be addressed and (if appropriate) the bully's parents informed.
- If a child is found to be the victim of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The victim's parents will be informed
- If information is received that a child is being bullied by a sibling outside school this will initially be discussed with the parents. If concerns persist then the matter will be treated in accordance with the school's Safeguarding Policy.

Implementation

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 given to the head teacher.
- The head teacher will interview all concerned and will record the incident.
- Class teachers will be kept informed and if it persists will advise the Assistant Headteacher or Headteacher.
- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation will all parties concerned.

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with class teacher or member of staff of their choice
- reassuring the pupil
- offering continuous support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHCE, circle time, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour. The school will hold an annual Anti-Bullying Week.

Cyberbullying

At St Kenelm's Primary School, pupils are taught how to:

- Understand how to use technologies safely and know about the risks and the consequences of misusing them.
- Know what to do if they or someone they know are being cyber bullied.
- Report any problems with cyber bullying. If they do have a problem, they can talk to the school, parents, the police, the mobile network (for phone) or the Internet Service Provider (ISP) to do something about it.

Signed on behalf of the school

Signed on behalf of the governors

Date: October 2019

Date to review: October 2021