

Yaxham Church of England (VA) Primary School



Anti-Bullying Policy

“Recognising its historic foundation, the school will preserve and develop its religious character in accordance with the principles of the Church of England and in partnership with the Church and Parish at diocesan level.”

The school aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith and promotes Christian values through the experience it offers to all its pupils.”

Policy Consultation & Review

This policy is available on our school website and is available on request from the school office. We also inform parents and carers about this policy when their children join our school and through our school newsletter.

The policy will be sent to all parents and will be reviewed in full by the Governing Board on an annual basis. This policy was last reviewed and agreed by the Governing Board on 29th April 2020. It is due for review in September 2022
Agreed by staff on

Signature Jennie Müller Head teacher

Signature Michelle Parnell Chair of Governors



Introduction

Our school is a community of children and adults with a range of roles; including teachers, support staff, parents, governors and volunteers. At Yaxham Church of England VA Primary School we believe that a community thrives when there is an environment of mutual respect and an agreed code of conduct. We believe all members of our community should feel valued and respected, and should be treated fairly.

The aim of our anti-bullying policy is to support our behaviour policy and the development of a nurturing environment, where all members of the community can work together and build mutual trust and respect.

Aims and Values

At Yaxham Church of England Primary School all members of our community are loved, valued and valuable in the eyes of God and each other. We do not tolerate bullying of any kind. If we discover that an act of bullying or intimidation has taken place, the school will take action in accordance with this policy. Whilst it is difficult to eradicate bullying, we will do everything in our power to ensure all children can attend school free from fear.

Staff nurture and monitor a safe and respectful culture. The curriculum is carefully planned to reinforce our school rules and expectations which have been agreed with the children. These expectations and rules are referred to throughout the school day by all adults as well as through collective worship RHSE and PSHE teaching.

Where issues do occur the resolution and the consequence will be restorative. Children will be supported by adults to work through the process and take responsibility for their actions and for the safety of themselves and others.

Rights, Responsibilities, Rules and Consequences

As a community we all agree that every member has the right to:

- Work and learn in a happy and safe environment
- Speak and be listened to
- Be treated fairly and with respect

All members of our school community have the responsibility to:

- Allow other to work and learn
- Listen to others
- Treat other with respect
- Care for the school environment and equipment

Our agreed rules are to:

- Be respectful
- Be safe
- Be ready to learn

We believe that if all members of community follow these rules we will create a safe and respectful learning environment and which we will all flourish and grow.

What is bullying?

Based on the Anti-bullying Alliance definition (2019), we agree that bullying is:

- Repetitive, (something that happens over and over again)
- Hurting with words or actions
- Intentional (on purpose)
- There is an imbalance of power, one person being stronger or in control

One person alone or a group of people can bully another person or groups of people.

Bullying can be:

- Face to face
- Online
- People the same age
- Child to adult
- Adult to child

We can use the word '**STOP**' to identify bullying:

Several
Times
On
Purpose

It is important to remember that **single problems** and **falling out with friends** are **not bullying**.

Types of bullying

Bullying can be different things, and isn't just hitting or kicking another person.

Emotional bullying: hurting someone's feelings, leaving them out or bossing them about.

Physical bullying: punching, kicking, spitting, hitting or pushing someone.

Verbal bullying: teasing someone, calling them names or using hand signs. People can also use verbal bullying to be **racist** or **homophobic**.

Racist: bullying someone because of their skin colour, race or what they believe in.

Homophobic: bullying someone because of their gender or sexuality; calling someone gay or lesbian would be homophobic.

Sexist: bullying someone because they are a boy or a girl.

Cyber bullying: sending horrid messages over the internet or by text message.

Bullying can be done through **another person**, by one person asking another person to say nasty things.

Indirect bullying: excluding, tormenting, hiding belongings, threatening gestures/looks, isolating friendship groups, spreading rumors.

Roles in Bullying

Within a situation people take different roles:

Bully: the 'ringleader', this person may also have someone who supports them and reinforces their behaviour, they may laugh or encourage them

Bystander: may watch but not join in. They do not step in and help and do not tell what they know when asked

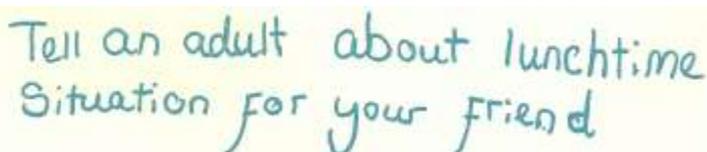
Victim: the person or people harmed by the bullying

Defender: reporting incidents or behaviour, seeking help and providing comfort to the victim.

Through our teaching at Yaxham we hope that children will learn to seek and help and act as defenders when they witness such behaviour.

Prevention of Bullying

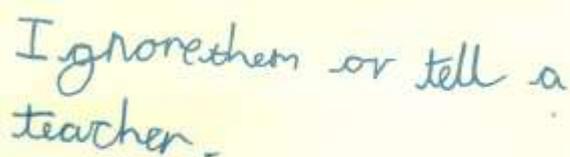
At Yaxham CE VA Primary school we strive to create a safe, respectful and inclusive culture. Through our curriculum and the opportunities and experiences children have we will celebrate difference and use language of diversity. Teaching will be reinforced by taking part in initiative's such as Anti-bullying and e-safety weeks. Children are made aware of ways to report such behaviour.



Tell an adult about lunchtime
Situation for your friend

Staff are trained in restorative approaches and are given opportunities to attend additional training to support our culture such as Stonewall, mental health and awareness. Additional support from external agencies such as Life Coaching through the Activ8 programme will support both children and staff.

Questionnaires for children, families, staff and governors will help to identify issues.



Ignore them or tell a
teacher.

If a child feels they are being bullied or witnesses bullying they should report it to an adult as soon as possible. Victims are expected to tell a member of staff, waiting until they go home often makes situations more difficult to deal with.

Staff will respond by:

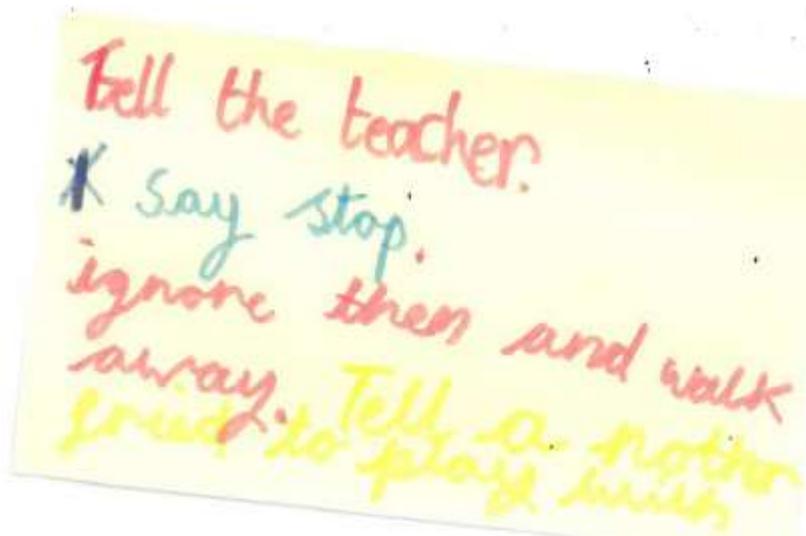
Listening: Let children share their concerns

Reassurance: Reminding children that they are doing the right thing by telling a grown-up

Keeping calm: Adults should always respond calmly even if what they have heard makes them feel emotional

Reporting and responding

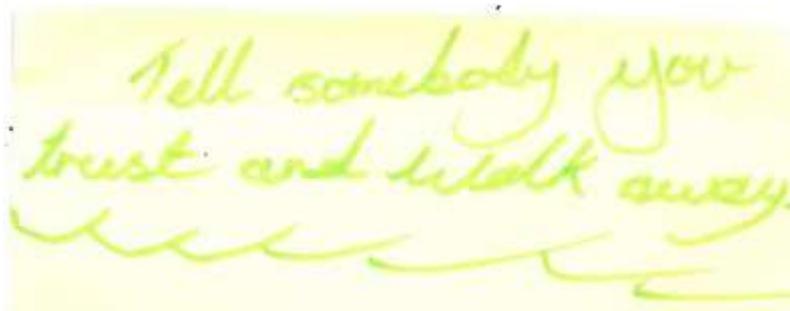
At Yaxham CE VA Primary School we would always wish to be made aware of any concerns, whether inside or outside of school, including online. This will allow us to put supportive measures in place and put a stop to potential bullying as soon as possible.



Tell the teacher.
* Say stop.
ignore them and walk
away. Tell a teacher
to play with.

Record: Use the school safeguarding or incident form to record details as appropriate

Report: Share the information with one of the designated safeguarding leads



Parents:

If parents think their child is being bullied they should talk to them and record what they are saying. This information should be passed onto the class teacher, or a safeguarding lead. It may be appropriate to arrange a meeting. Staff may not be aware of the situation if it has been secretive and hidden behaviour. Good communication is key to working together to support your child. Avoid approaching another parent or the child involved as this may exacerbate the situation.

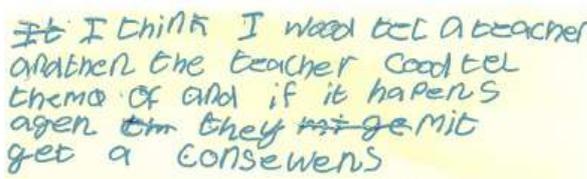
If your child thinks another child is being bullied, please report it in the same way. Approaching parents could again exacerbate the situation.

Reporting and Responding

The process and consequence for bullying will link to the type of bullying, the degree and intensity/frequency. It may be appropriate to:

- Establish a full account of the reported bullying including speaking to those accused. (see Appendix.1)
- A child reporting an incident may use the school reporting format if appropriate
- A conversation with an appropriate member of staff where the bully is told to stop, a written record of this conversation will be kept by the school.
- All parents involved will be informed.
- Privileges such as break time, school roles and opportunities to represent the school may also be revoked.
- Appropriate support for the victim will be put in place
- A restorative conversation may take place between the children involved (see Appendix.2)
- A support/behaviour plan may be written to help change future behaviour
- Support may be put in place for any issues causing such behaviour
- Any prejudice related incidents will be reported to Norfolk County Council

Please refer to our behaviour policy for further information.

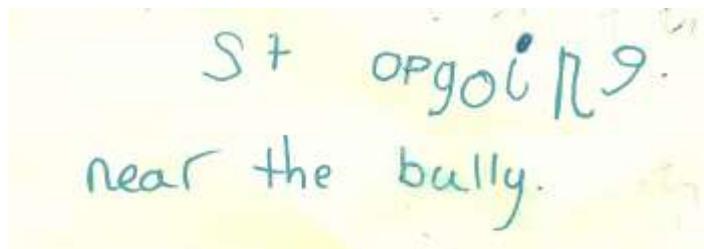


Monitoring

All reported cases of bullying will be recorded as detailed in this policy. All staff will receive a copy of this policy and receive support in the reporting process. All staff are responsible for recording and reporting any concerns and receive training through the schools safeguarding process. The

safeguarding leads will be responsible for ensuring all necessary staff have the relevant information to be able to support the victim and the bully.

The Headteacher monitors the effectiveness of this policy on a regular basis and reports to the governing body, making recommendations for any improvements required. This maybe done through staff meetings, monitoring of lessons and break times.



S7 ongoing
near the bully.

Bullying Report Form

This form should be sent or handed to Jennie Müller, Headteacher, upon completion.

Personal details

Name of person reporting incident (optional):	
Name of pupil(s) being bullied:	
Male/female:	
Year group:	

Incident(s) details

What happened?

Where?

When?

Who was doing the bullying?

Did anyone else see it?

How often does the bullying take place?

How long has the bullying been taking place?

Impact of the bullying

How did being bullied/seeing the bullying make you feel?

Was anybody physically hurt?

Did anybody need medical attention?

Have you informed anybody else about the bullying?

If so, who did you inform?

If you have not informed anybody else, what has put you off asking for help or informing someone?

Help and support

What sort of help or support can we provide for you? If you witnessed the bullying, what sort of help do you think should be offered?

Do you have any concerns about reporting the bullying? If so, what are your concerns?

What do you think we could do to help prevent bullying?

Restorative conversation

Led by:

Present:

Date:

What has happened?

What were you thinking/feeling?

Who has been affected and how?

What do you think you need so that things could be better?

What needs to happen the repair some of the harm that has been caused?

What do we need to do to move forward?