

CRADLEY CE PRIMARY SCHOOL



ANTI BULLYING POLICY

A policy to safeguard children

I. Vision and values

Our school values, vision statement and aspirations have been arrived at through consultation with the whole school community.

a. Our values

Respect, caring, courage, trust, perseverance, belonging, resilience and forgiveness

b. Our vision statement

'Believe, belong, be happy; every child, every chance, every day'

c. Our aspirations for our children

Believe

At Cradley Church of England Primary School we believe that every child is made in the image of God and as such is a person of great worth, to be valued and treated with respect. We want our children to believe in themselves and their own abilities so that they can aspire to be the best they can be. As a school we believe in all our children and encourage them to aim high and to follow their dreams. We will help our children to develop resilience, to have the confidence to choose the right path in life, but also to find their way back if they take a wrong turn. We will offer them an encounter with Jesus Christ, support them on a journey of faith and guide them in their spiritual life.

Belong

All relationships at Cradley CE are inspired by the example of Jesus; we aspire to be a welcoming and inclusive community in which all who belong can flourish. Our core Christian values are at the heart of all we do, allowing us to develop a true feeling of belonging and a sense of shared identity. We hope that everyone who comes to Cradley CE feels part of our Cradley family. Our children are encouraged to value and embrace the many local, national and global communities to which they belong and we support each child in developing the qualities of character which will help them to participate in their communities and to grow as responsible, compassionate and caring citizens.

Be Happy

Happiness is the key to success and this knowledge underpins everything we do at Cradley. We want our children to feel safe, secure and happy at school: happy to talk, happy to listen, happy to learn and happy to try new things and take risks. We will help each child to see that they are special and encourage them to value themselves, to be happy with who they are, a unique child of God.

Every Child

At Cradley CE we believe that every child is worthy of love and compassion and should be treated with dignity. We understand that every child is precious, each with their own special talents, needs and abilities. Through our broad and rich curriculum, each child is nurtured in confidence and given the opportunity to succeed, building on their own unique gifts.

Every Chance

At Cradley we believe that each child should have every chance to live life in its fullness and to fulfil their potential. We have high aspirations for all our children and our dedicated staff are committed to providing high quality teaching and learning. We encourage our children to be independent, resilient learners who cope wisely when faced with challenges or difficulties. We work in close partnership with parents and other stakeholders to open up horizons of hope and aspiration so that every child has the best possible chance to succeed and reach their potential.

Every Day

We encounter each new day with the view that anything is possible; each day is a chance to do better, with endless possibilities for our children to fulfil their potential. We encourage our children

to make the most of every day and make sure each child has new and exciting opportunities to explore. Inspired by the Christian faith, forgiveness underpins all relationships; children are given a fresh start each day- another chance when they have made a mistake. They are encouraged to be forgiving in their daily lives and to give others another chance too. Through the variety of experiences and opportunities offered every day, our children receive a school experience which prepares them for their journey through life.

2. Aims & Objectives

- At Cradley CE Primary School, we are committed to providing a safe, secure and caring environment that is free from disruption, violence and any form of harassment so that every one of our pupils can develop his/her full potential. We expect our pupils to treat members of staff and one another with courtesy and co-operation so that they can learn in a relaxed, but orderly, atmosphere. All pupils should care for and support each other.
- Cradley CE Primary School prides itself on its respect and understanding. Parents/guardians have an important role in supporting us in maintaining high standards of behaviour. It is essential that school and home have consistent expectations of behaviour and that they co-operate closely together. Acceptance of this policy forms part of our standard terms and conditions.
- Bullying, harassment and victimisation and discrimination will not be tolerated. We aim to treat all our pupils and their parents fairly and with consideration and we expect them to reciprocate towards each other, the staff and the school. Any kind of bullying is unacceptable.

3. Definition of bullying

- Bullying can be defined as 'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. (DfE 'Preventing and Tackling Bullying')
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- Bullying may involve actions or comments that are racist, homophobic, religious, cultural, sexual/sexist, which focus on disabilities or other physical attributes (such as hair colour or body shape).
- Bullying can happen anywhere and at any time. The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyberbullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Cradley CE Primary School recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- Bullying is recognised by Cradley CE Primary School as being a form of child on child abuse; children can abuse other children.
- Abuse is abuse and it should never be tolerated or passed off as "banter", "just having a laugh" or "part of growing up".

- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported. o All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place

4. Signs of bullying

At Cradley CE Primary School staff are aware that any uncharacteristic behaviour or changes in behaviour may indicate that a pupil is being bullied. This may include a combination of the following:

- Unwillingness to return to school
- Displays of excessive anxiety, becoming withdrawn or unusually quiet
- Failure to produce work, or producing unusually bad work, or work that appears to have been copied, interfered with or spoilt by others
- Books, bags and other belongings suddenly go missing, or are damaged
- Change to established habits (e.g. giving up music lessons, change to accent or vocabulary)
- Diminished levels of self confidence
- Frequent symptoms such as stomach pains, headaches
- Unexplained cuts and bruises
- Frequent absence, erratic attendance, late arrival to class
- Choosing the company of adults
- Displaying repressed body language and poor eye contact
- Difficulty in sleeping, experiences nightmares

Although there may be other causes for some of the above symptoms, a repetition of, or a combination of these possible signs of bullying should be investigated by parents and teachers.

5. Preventative Measures

At Cradley CE Primary School we take the following preventative measures:

- Through delivery of our school values programme we endeavour to build positive self esteem and self confidence
- We have a school 'Code of conduct', in our school planners. This was written by all pupils through the school council, which clearly outlines our expectations of the children's behaviour.
- We use appropriate assemblies and stories to explain the school policy on bullying. Our curriculum is structured to give pupils an awareness of their social and moral responsibilities as they progress through the school.
- Other lessons, particularly PSHE, RE, English and Drama highlight the issue of bullying and reinforce this message by teaching moral and spiritual values that show bullying to be unacceptable and by developing social skills. All our pupils are encouraged to tell a member of staff at once if they know that bullying is taking place. All reported incidents are recorded and investigated at once. We always monitor reported incidents
- We hold regular 'Anti bullying' focus weeks and we talk to children about bullying related issues and about measures to take if they feel they are being bullied
- We invite the community police into school regularly to talk about bullying related issues
- All teaching staff are trained in handling any incidents as an immediate priority, and are alert to possible signs of bullying.
- The phase leaders and Deputy head, give support and guidance to other staff on handling and reporting incidents, and on the follow-up work with all pupils involved
- Staff are on duty when pupils are not in class and e.g. before and after school

- We reserve the right to investigate incidents that take place outside school hours, on school visits and trips and that occur in the vicinity of the school, involving our pupils

6. Cyber bullying

a. Definition

“Cyber bullying involves the use of information and communication technologies to support deliberate, repeated, and hostile behaviour by an individual or group that is intended to harm others. (www.cyberbullying.org)

Cyber bullying can involve Social Networking Sites, like Bebo and Myspace, photographs, emails and mobile phones, used for SMS messages and as cameras.

b. preventative measures

In addition to the preventative measures described above, Cradley CE Primary School:

- Expects all pupils to adhere to its charter for the safe use of the internet. Certain sites are blocked by our filtering system
- May impose sanctions for the misuse, or attempted misuse of the internet.
- Pupils are only issued with their own personal school email address, but access to sites such as “hotmail” is not allowed.
- Adheres to the BECTA guidelines regarding E-teaching and the internet.
- Is aware that social networking sites such as Facebook are for use by older children only and that cyber bullying can occur through such sites. Children are discouraged from using these sites and are introduced to the idea that profiles should always be locked.
- Offers guidance on keeping names, addresses, passwords, mobile phone numbers and other personal details safe.
- We run regular e- safety workshops for parents
- We participate in internet safety day each year
- Mobile phones are not allowed in or around school at any time. They must be handed into the school office as soon as the children arrive at school. Children are encouraged only to bring mobile phones to school if they are a necessity as they walk to/from school alone.
- Curriculum 2014 has e-safety units running along side all other IT taught. This has been implemented since September 2014.

7. Procedures for dealing with reported bullying

If an incident of alleged bullying is reported, the following procedures are adopted:

- The member of staff to whom it was reported or who first discovers the situation, will control the situation, reassure and support the pupils involved.
- He/she will inform an appropriate member of the senior management team as soon as possible.
- The pupil will be spoken to and may be asked to write an account of events.
- The pupil against whom the allegation is made, together with all others who were involved, will be questioned.
- The Headteacher, who is the Designated Lead for Safeguarding should be informed.
- Once a clear picture of events has been determined, the parents of all parties should be invited into school to discuss the matter and their support should be sought.
- An appropriate course of action will be decided upon and disciplinary sanctions will be taken.
- It should be recognised that suitable support is needed both for children involved, as well as dealing with appropriate disciplinary measures.

- A meeting involving all the children involved, with close staff supervision, could be helpful in developing a strategy for all concerned to close the episode.
- A monitoring and review strategy will be put in place.
- In very serious cases and only after the Headteacher has been involved, it may be necessary to seek advice from the Police or Social Services. However, it is the policy of Cradley CE Primary School to attempt to resolve such issues internally under the school's own disciplinary procedures, unless the matter is of such gravity that a criminal offence may have been committed.
- Incidents of bullying, including homophobic bullying are reported to Governors

8. Useful Links and Supporting Organisations

The following links may provide additional support to children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS):
www.gov.uk/government/organisations/ukcouncil-for-internet-safety
- DfE 'Cyberbullying: advice for headteachers and school staff':
www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25

Race, Religion and Nationality

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org theeducationpeople.org

- Tell Mama: www.tellmamauk.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srrc.org/educational

LGBTQ+

- Barnardo's LGBTQ Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk • Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk Sexual Harassment and Sexual Bullying
- NSPCC 'Report Abuse in Education' Helpline: 0800 136 663 or help@nspcc.org.uk
- Ending Violence Against Women and Girls (EVAW): www.endviolenceagainstwomen.org.uk • Disrespect No Body: www.gov.uk/government/publications/disrespect-nobody-campaignposters
- Anti-bullying Alliance: Preventing and responding to Sexual Bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-sexist-bullying
- Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: <https://anti-bullyingalliance.org.uk/toolsinformation/all-about-bullying/sexual-and-sexist-bullying/investigating-and-respondingsexual>
- Childnet Project DeShame (Online Sexual Harassment and Bullying): www.childnet.com/our-projects/project-deshame

9. Compilation, approval and review

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