



Be the Best You Can,
Guided by God

Our four Christian values that guide us

LOVE
HONESTY RESPECT
RESILIENCE

BOLNEY CEP SCHOOL

Anti-bullying Policy

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| Reviewed | Spring 2024 |
| Next Review | Spring 2025 |

Our Whole Child Vision:

Each child is unique. We partner with families to nurture the 'whole child' – by understanding their specific emotional, spiritual and learning needs – so children flourish. Children leave us as fearless lifelong learners, ready to meet the world with self-confidence, curiosity and resilience.

This vision has grown from our belief in the Bible verse:
"Do for other people what you want them to do for you."

Luke 6:31 International Children's Bible



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Bolney C. E. Primary School **Anti-bullying Policy** **(to be read in conjunction with the Child Friendly** **PP version)**

Introduction

At Bolney CE Primary School the safeguarding of our children is of paramount importance. The overarching aim of our Anti-Bullying Policy is to create an environment where pupils and staff have positive relationships with each other and where pupils are confident in sharing their concerns, including any experiences of bullying. Our four key Christian values of Love, Respect, Honesty and Resilience guide us in creating a positive, safe and caring climate where all members of the school community understand that bullying is not acceptable. To do this we aim to ensure a robust and consistent approach to prevent, challenge and respond to any incidents of bullying that occur in line with our school vision.

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Aims

Here at Bolney CE Primary School, we believe that all pupils and staff have the right to learn and work in a supportive, caring and safe environment. We have a clear policy on the promotion of good behaviour (please see the Behaviour Policy) and use this in conjunction with the Anti-Bullying Policy to ensure that our school environment is free from threat, harassment, discrimination or any type of bullying behaviour.

Our Definition of Bullying

Bullying is hurtful, unkind or threatening behaviour: physical or emotional, 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. If bullying is allowed, it harms the perpetrator, the target and the whole school community. At Bolney, we want to ensure that pupils feel able to share their worries, including their experiences of bullying. We recognise that, at times, bullying does exist everywhere and want our pupils to be equipped to deal with it, as a life skill.

What is bullying?

Bullying can occur through several types of persistent anti-social behaviour. It may occur in a variety of forms:

Emotional – being deliberately unfriendly, excluding, tormenting, intimidation

Physical – pushing, kicking, hitting, punching or any use of violence

Verbal – name calling, malicious sarcasm, spreading rumours, malicious teasing. It may be directed towards gender, sexual orientation, ethnic origin, physical / social disability, or personality, etc.

Racist – racial taunts, graffiti, gestures

Sexual – unwanted physical contact or sexually abusive comments

Damage to property or theft – taking personal property or coercing a pupil to hand over property to them

Cyber – email, social media or messaging misuse, telephone calls or misuse of associated technology such as camera or video facilities

More information on what the pupils view as bullying and their views on this can be found in the 'Steps to Safety' Anti-Bullying Child Friendly Policy.

Reporting Bullying

If a pupil, parent, member of school staff or volunteer reports a case of possible bullying they will be taken seriously and every effort will be made to discover the facts. Whether bullying has been witnessed, or reported, usually the child's class teacher will investigate first of all by speaking to the involved parties and recording the concerns onto CPOMS. There will be an emphasis on finding solutions and other members of staff may be involved in the fact finding process.

If the investigations reveal an incident of bullying, the member of staff will report it to the Headteacher as soon as possible. At this point, the headteacher will speak with the pupils involved and to the parents, if the class teacher hasn't already done so. A plan to support all involved parties will then be agreed, following the 'Steps to Safety' document.

All cases of bullying will be recorded and monitored by class teachers and the Headteacher using CPOMS. All staff, including lunchtime staff and support staff will be able to monitor and add to records on CPOMS.

Pupils reporting bullying should be reassured that they have done the correct thing by telling someone.

Class teachers and support staff

All adults in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. If they witness an act of possible or actual bullying, they will intervene, do all they can to support the person who is being bullied and deal with the issue immediately.

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

incidents of bullying from occurring. It is important that children and adults have a shared understanding of what bullying is and they are taught strategies on how to deal with difficult situations. It is the role of all staff to model and teach respect, compassion, friendship and justice in order to prevent bullying in school.

Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the Governing Body incidents of bullying on a termly basis and 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. The Headteacher draws the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.

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.

Governors

The Governing Body supports the Headteacher in implementing this policy. This policy makes it very clear that the governing body does not tolerate bullying taking 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. 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 has the responsibility to respond within ten days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body will notify the Headteacher and ask him/her to conduct an investigation into the case and to report back to a representative of the Governing Body.

Parents and carers

Parents and carers have a responsibility to look out for signs of bullying, to support the school's anti-bullying policy and to actively encourage their children to share concerns and show respect to others.

Parents and carers 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.

Pupils

Pupil should not take part in any kind of bullying and should watch out for signs of bullying amongst their peers. Pupils are taught that they should never be bystanders to incidents of bullying – they should offer support to the victim and encourage them to report it.

School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

Our school vision is at the heart of everything that we do and ensures that all members of the school community are respected and loved by each other and by God.

We use a child-friendly 'Steps to Safety' policy to ensure that all pupils understand and know how to report bullying.

Learning for Life (PSHE and RHE programme of studies) include opportunities for pupils to understand the different types of bullying and what they can do to respond and prevent bullying. It also offers opportunities for pupils to recognise and celebrate their uniqueness and other people's individuality.

Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.

The use of the worry box, Learning Mentor, Wellbeing ambassador (pupil and staff), ELSA and the PACE model for recognising and acknowledging feelings are all ways in which we aim to prevent bullying.

Pupil voice is used to ensure that pupils are aware of and involved in anti-bullying initiatives, both locally, nationally and worldwide and they use their leadership roles, such as the school council, as a platform to raise awareness of these.

Monitoring

The Headteacher monitors the effectiveness of this policy on a day-to-day basis, reports to the Governing Body on the effectiveness of the policy and, if necessary, makes recommendations for further improvements.

The school keeps records of incidents of bullying on CPOMS which are monitored by the Headteacher.