



Anti-Bullying Policy
Darrington CE Primary School

“Your word is a lamp to my feet, and a light to my path.” Psalm 119:105

Introduction

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. We are committed to creating a safe environment free from bullying and discrimination. Through effective communication we encourage our children to be open and honest and speak to an adult if they are experiencing issues. This is reinforced through participation in activities such as Anti bullying week, Collective Worship and SEAL lessons.

Aims

To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.

- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school’s expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group. If bullying is allowed to continue it can have a detrimental impact on the perpetrator, the target and the whole school community and its secure and happy environment. Staff training will be continually updated.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)

- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

Reporting bullying

Reporting- roles and responsibilities

- **Staff**

All staff have a duty to challenge bullying (including HBT bullying and language) report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

- Mrs Ranby (Headteacher) Mr Lunn (Deputy Headteacher), Mrs Beckett (EYFS Lead) and Mrs Scargill (School Business Manager) have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people and staff.

- **Parents/carers**

Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, persistent low level illness, lack of concentration). Parents and carers should support their child to report the bullying.

Parents and carers should report bullying to the school either by making an appointment to speak to one of the leads or by putting it in writing. Alternatively, a letter can be sent by email to the school's secure email address admin@darringtonschool.org.uk and mark it for the attention of the Headteacher.

- **Pupils**

School staff will make it clear that pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying. They should offer support to the victim and encourage them to report it, or report it themselves to an adult in school.

Pupils should report bullying incidents to a trusted adult in school or if they feel unable to communicate this verbally, may feel comfortable in writing their concern in a letter or adding it to the classroom 'worry bin.' This is checked on a daily basis.

Responding to bullying

When bullying has been reported, the following actions will be taken:

- An appropriate member of staff will initially speak with the child or children involved to establish the facts.
- Staff will use their professional judgement to decide if the incident requires formally recording on an incident reporting form detailing all comments in relation to the incident. This would then be recorded on CPOMS which is a secure electronic system for recording bullying, SEN and Safeguarding concerns.

- Staff would contact parents if they felt this is required and the incident was of a serious or bullying nature.
- Senior Leadership Team (SLT) will monitor incident reports recorded on CPOMS analysing the results.
- Designated school staff will produce termly reports summarising the information which the headteacher will report to the governing body.
- Support will be offered to the target of the bullying from the pastoral care, or class teacher.
- Staff will proactively respond to the bully who may also require support from pastoral care.
- Staff will assess whether parents and carers need to be involved.
- Staff will assess whether any other authorities (such as police) need to be involved.

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on the incident log, and also on CPOMS and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

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 we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying.
- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.

- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Circle time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Peer-mentoring, pupil-led programmes offer support to all pupils
- Restorative justice systems provide support to targets of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups e.g. through the school council, anti-bullying survey during Anti-Bullying Week
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Policy title	Anti-Bullying Policy
Monitoring and review	Reviewed January 2019
Links	Safeguarding and Child Protection Policy, Behaviour Policy
Staff responsible	Headteacher
Committee responsible	Pupils and Standards Committee
Date approved	January 2019
Review date	January 2020