

Spalding Parish Church of England Day School

*We are a caring Christian Community built on Compassion,
Trust, Friendship and Hope.*

Anti-Bullying Policy



Date of Policy: July 2017

Date of Review: July 2019

Adopted by Governing Body: September 2017

Signed by Chairman of Governors: Katherine Wright

A handwritten signature in black ink, appearing to read 'Katherine Wright'.

1) Introduction

There is no legal definition of bullying. However, it is usually defined as behaviour that is:

- 🏰 Repeated;
- 🏰 Intended to hurt someone either physically or emotionally;
- 🏰 Often aimed at certain groups e.g. because of race, religion, gender or sexual orientation

It may take many forms which can include:

- 🏰 Physical assault;
- 🏰 Teasing;
- 🏰 Making threats
- 🏰 Name calling
- 🏰 Cyberbullying – bullying via mobile phone or online (e.g. email, social media etc.)

We therefore view as bullying behaviour where ‘the actions are meant to be hurtful, and which happen on a regular basis’. It can be direct (either physical or verbal) or indirect (for example, being ignored or not spoken to, out of school hours via the internet- cyber bullying)’.

2) Aims and Objectives

Bullying is wrong and damages individuals. We at Spalding Parish Church of England Day School therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. Our school Behaviour Policy and the school’s values and ethos underpin our commitment to ensure that every child understands what behaviours are expected of them.

The school aims to provide a safe and secure environment where all can learn without anxiety. Through specific curriculum work such as Personal, Social, Health Education (PSHE) we teach children about socially acceptable behaviour and about how to deal with unacceptable behaviour. Through these we aim to reduce the likelihood of bullying and have a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school community.

3) Roles and Responsibilities

The Role of Staff

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. Therefore teachers keep their own records in a secure folder of any “bullying”

type incidents that happen in their class, and that they are aware of in the school. If teachers witness an act of bullying, they will initially investigate it themselves. If an incident is seen to be bullying (a serious incident or regular minor incidents) then the class teacher will refer this to the SENCo using the Bullying Referral Form.

Teachers are trained to use a range of methods to help prevent bullying such as drama, role-play, stories, circle time etc. within the formal curriculum; to establish a climate of trust and respect for all, helping pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour.

Teachers also teach children about bullying through SEAL in the relationships unit and more general PSHE lessons. We also work with the children doing activities during anti bullying focus days and weeks.

If any bullying is taking place between members of a class, the teacher will deal with the issue immediately. The school will use its SENCo to support the victim and to work with the perpetrator.

In all cases of bullying – regular physical, verbal or emotional actions, the parents of victim and perpetrator will be contacted.

Support strategies will be established with the victims and the victim will be given specific routes through which to seek support. If appropriate a programme of work looking at assertiveness training will be undertaken with the victim.

Time will be spent talking to the child who has bullied: explaining why his/her action was wrong, and that child is encouraged to change his/her behaviour in future. If thought to be appropriate, the SENCo will undertake a programme of work to help the child understand the consequences of their actions.

If a child is repeatedly involved in bullying other children, then the parents of such children will be expected to attend regular meetings with the Head Teacher and SENCo to discuss expectations and strategies to support the child and to monitor progress.

The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement and ensure all staff are aware of the School Anti-Bullying Policy, and know how to identify and deal with incidents of bullying. The Head Teacher reports to the Board of Governors about the effectiveness of the policy.

The Head Teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. This is delivered through Collective Worship, Social and

Emotional Aspects of Learning (S.E.A.L), national anti- bullying week and specific localised work if an incident occurs.

The Head Teacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying. The Head Teacher will be informed of specific behaviour issues and persistent bullying incidents by the SENCo.

The Role of Parents/Carers

Parents/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. If they are not satisfied with the response, they should contact the Head Teacher. If they remain dissatisfied, they should follow the school's complaints procedure, as detailed in the school website.

Parent/carers have a responsibility to support the school's Anti-Bullying Policy, actively encouraging their child to be a positive member of the school. Parents/carers will be expected to work with the school if their child is the perpetrator of bullying.

The Role of Pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know. They are invited to tell us their views about a range of school issues, including bullying, in pupil questionnaires, class suggestion boxes, School Council etc.

The Role of Governors

The Board of Governors supports the Head Teacher in all attempts to eliminate bullying from our school. The Board of Governors will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately. The Governors require the school, overseen by the Head Teacher, to keep accurate records of all incidents of bullying, and to report to the Governors about incidents of bullying and the impact of measures to combat this.

4) Monitoring and Review

The Head Teacher monitors the effectiveness of this policy on a regular basis. She also reports to the Board of Governors on the effectiveness of the policy and, if necessary, makes recommendations for further improvements.

It is the responsibility of the Board of Governors to ensure that the school policy is administered fairly and consistently.

The Board of Governors reviews this policy every two years or earlier if it is felt appropriate.