

Elworth C of E Primary School



Anti-bullying Policy

Date:	September 2023
Review Cycle:	1 Yearly
Reviewed By:	Mrs S. Buckley
Approved By:	Mr N. Garratt
Next review date:	August 2024
Nominated Governor:	Mr B. Pitt

Mission Statement

At Elworth CE Primary school we believe in the Church of England's vision for education which is 'Deeply Christian, Serving the Common Good.' Education should enable children to flourish and reach their full God given potential. To do this fully we need to develop children's characters so that they not only succeed academically but flourish in life skills. This is the basis of Character education; a concept of lifelong learning where pupils live out the virtues they encounter and learn to take their place as active global citizens. Our hope is that every child will become courageous advocates for change. We aspire that all our children are a blessing beyond the school walls, beyond their families, beyond their local community, as global citizens. To achieve this the children and adults at Elworth embark on an exciting and adventurous journey together joining in with God's redemptive work in the world and learn to be advocates for change.

At Elworth we create a stimulating and caring environment, grounded in Christian belief and practice, so that all members of our school community can flourish. We therefore aim to provide an education that provides pupils with opportunities to explore and develop their own values and beliefs, spiritual awareness, high standards of personal behaviour, a positive caring attitude towards other people, an understanding of their social and cultural traditions and an appreciation of diversity within modern Britain. We maintain that learning should be a rewarding experience for everyone; it should be enjoyable. Through our teaching we equip children with the skills, knowledge and understanding necessary to be able to make informed choices about the important things in their lives.

Bullying i.e. the wilful, conscious desire to hurt or threaten or frighten someone else, involves a breakdown in relationships with a lack of sensitivity and understanding.

Bullying can be:

- Emotional – being unfriendly, excluding, tormenting
- Physical – pushing, kicking, hitting, punching, spitting or any use of violence
- Racist – racial taunts, graffiti, gestures
- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Cyber – mobile threats through text messaging, calls, e-mail and internet chat room misuse
- Homophobic- because of, or focusing on the issue of sexuality

It may involve one incident but is more likely to be spread over a period of time - both require a positive response. At Elworth bullying will not be tolerated. All staff employed at the school will work together to ensure a zero tolerance of although a spirit of love, kindness and forgiveness

This document summarises thoughts arising out of staff discussion and offers steps for dealing with situations, and in many cases formalises procedures already in use.

Role of Governors

The governing body supports the head teacher in all attempts to eliminate bullying from our school. The governing body 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.

Role of Head teacher

It is the responsibility of the head teacher to ensure that all staff (teaching and non-teaching) are aware of the school policy, and to know how to identify and deal with incidents of bullying.

That head teacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in our school.

The head teacher ensures the school climate is one of mutual support and praise for success, making bullying less likely.

Role of teachers and support staff

All staff treat all forms of bullying seriously, and seek to prevent it taking place. All incidents will be taken seriously and dealt with impartially and promptly. All those involved will have the opportunity to be heard and will be supported whilst the incidents are investigated and resolved.

The following procedure outlines the steps to be taken in response to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim feels safe.
3. Appropriate advice will be given to help the victims.
4. Staff will listen and speak to all children involved, separately.
5. The problem will be identified and possible solutions suggested.
6. Appropriate action will be taken to quickly end the bullying behaviour or threats of bullying.
7. Appropriate consequences and sanctions will be applied.
8. In cases of serious bullying, the incidents will be dealt with and recorded appropriately. Parents will also be informed and invited to come into school to discuss the incident.
9. The policy and procedures will be reviewed regularly in staff and governor meetings.

Strategies to combat bullying

Whole school and proactive teaching strategies will be used throughout the school to develop a positive learning environment with the aim of reducing the opportunities for bullying to occur. These may include:

- Embedding the school rules, particularly the value of respect.
- Ensure bullying is reflected in the school aims and values and the classroom rights and responsibilities.
- Raising awareness through regular anti-bullying themed assemblies and anti-bullying week.
- Use of drama and role play to help children to become more assertive and teach them strategies to help them deal with bullying.
- Use of the school's positive behaviour management policy to reinforce good behaviour.

Advice for Parents

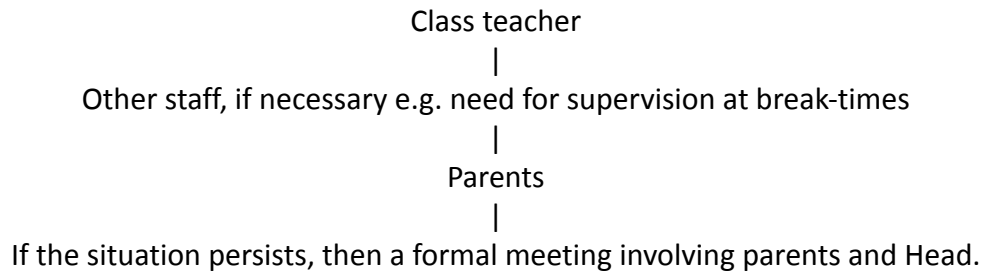
Parents who may be concerned that their child might be being bullied should contact their child's class teacher immediately. If they are not satisfied with the response, they should contact the Head teacher. Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

Here are some things you could do:

Discuss friendships, how playtime was spent and the journey to school.
Keep a record of incidents who, what, where, when.

With an appointed member of staff, devise strategies - places, people and avoidance.
Encourage son/daughter to tell an adult.

Procedures in Elworth School



At this stage, then a written warning with other disciplinary measures would be put in place. Depending on the severity of the incident an exclusion may be considered if necessary (See exclusion policy). The involvement and/or support of the Governing Body might be expected in this situation.

Child on child Abuse

Children can abuse other children. This is generally referred to as child-on- child abuse and can take many forms. This can include (but is not limited to) bullying (including cyberbullying); sexual violence and sexual harassment; physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm; sexting and initiating/ hazing type violence and rituals. This form of abuse will not be tolerated at Elworth CE and will be dealt with accordingly in line with a safeguarding policy.