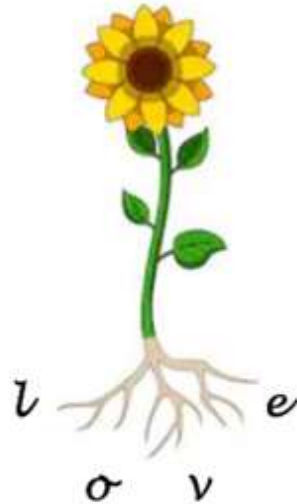


## North Stainley C of E Primary School

*We are our school, we have our roots and foundation in  
love*



*Our school is us, we will grow, blossom and flourish.*

## Anti Bullying Policy

Policy agreed: 24.3.2021 **reviewed 1/2/2022**

Headteacher: *LE Wallen*

**Louise Wallen**

*Nathaniel Potts*

Chair of Governors:

**Nathaniel Potts**

Policy to be reviewed: **1/2/2023**

Policy to be reviewed:

As a church school we value each individual and seek to be a place where all are welcomed and treated with dignity and respect.

Our school vision speaks of us having our roots and foundation in love. Love is the rich soil in which all our Christian values take root. Living out these values will enable us all to grow, blossom and flourish and become confident, successful and responsible citizens of our amazing world.

Our school vision of having our roots and foundation in love comes from St Paul's letter to the Ephesians. St Paul says "I pray that Christ will make his home in your hearts through faith. I pray that **you may have your roots and foundation in love**, so that you ... may come to know his love — although it can never be fully known — and so be completely filled with the very nature of God.  
(Ephesians 3: 17-19)

Love is the rich soil in which all our Christian values take root.

**Friendship  
Empathy**

**Respect  
Independence**

**Resilience  
Aspiration**

Living out these values will enable us all to grow, blossom and flourish and become caring, confident, successful and responsible citizens of our amazing world.

*All children and young people are entitled to an education that enables them to make progress so that they achieve their best, become confident individuals living fulfilling lives, and make a successful transition into adulthood, whether into employment, further or higher education or training (6.1 Code of Practice)*

## **What is bullying?**

'Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.'  
(Anti-bullying Alliance)

There is no legal definition of bullying. The definition of bullying that North Yorkshire refers to in its work with schools/settings is one previously adopted by the Anti-bullying Alliance, which includes the following factors:

- bullying behaviour deliberately causes hurt (either physically and/or emotionally)
- bullying behaviour is repetitive (though one off incidents such as the posting of an image, or the sending of a text that is then forwarded to a group, can quickly become repetitive and spiral into bullying behaviour)
- bullying behaviour involves an imbalance of power (the person on the receiving end feels like they can't defend themselves)

### **Bullying is not:**

- teasing and banter between friends without intention to cause hurt
- falling out between friends after a quarrel or disagreement
- behaviour that all parties have consented to and enjoy (though watch as coercion can be very subtle)

## **Cyber-bullying**

The rapid development of, and widespread access to, technology has provided a medium for 'virtual' bullying, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience. The wider search powers included in the Education Act 2011 give teachers stronger powers to tackle cyber-bullying by providing a specific power to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones. (Source DfE)

## **Our aims and objectives**

Bullying is wrong and unacceptable behaviour in our school; it can damage individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

This policy aims to produce 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.

## **Actions**

When any bullying takes place, the staff will deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. Time is 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 a child is repeatedly involved in bullying other children, we inform the Headteacher We have PSHE, SEAL and Silver SEAL workshops to open up discussions about bullying and its eradication. We then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies, such as the Educational Psychologist.

## **The role of governors**

The governing body supports the Headteacher 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. The 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. A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the Headteacher, and asks her to conduct an investigation into the case, and to report back to a representative of the governing body.

## **The role of the 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 identify and deal with incidents of bullying. The Headteacher reports to the governing body 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 in this school. 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 an assembly as the forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished. 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.

## **The role of the teacher and support staff**

All the staff in our school take all forms of bullying seriously, and seek to prevent it from taking place. If staff witness an act of bullying, they will either investigate it themselves or refer it to the Headteacher. Teachers and support staff do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Headteacher, the teacher informs the child's parents. Teachers use a range of methods to help prevent bullying and to establish a climate of trust and respect for all. They use drama, role-play, stories etc, within the formal curriculum, to help pupils understand the feelings of bullied children, and to practise the restraint required to avoid lapsing into bullying behaviour.

## **The role of parents**

Parents 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 Headteacher. If they remain dissatisfied, they should follow the school's Complaints Procedure, as detailed on the website. Parents have a responsibility to support the school's Anti-bullying Policy, actively encouraging their child to be a positive member of the school.

## **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. Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire. Childline workshops play a crucial role in the discussion of bullying and support. All pupils in school play an active role in reviewing this policy and its implementation during the national Anti-bullying week.

## **Monitoring and review**

Pupil Concern is a regular Staff Meeting and team meeting agenda item where all school staff are able to monitor the effectiveness of our strategies. The Headteacher will report to the Governing Body on request any incidences of bullying.

**Linked with Behaviour Policy and reviewed with the children during Anti-Bullying week**

**Adopted Autumn 2 2020**