



'With God as our companion we learn, grow and flourish'

Tenterden Primary Federation Anti-Bullying Policy

Updated September 2019

Approved October 2019

Review due: September 2021

1. Rationale

As a welcoming Church School, we aspire to provide care and support for each other and the wider community. Through the practical application of Christian values and a positive growth mindset, our pupils challenge themselves to be independent, inquisitive and knowledgeable; a positive influence on society.

In school all children have a right to feel welcome, safe and happy. Our Christian values **Respect, Perseverance, Faithfulness and **Love** underpins everything we do in school to meet our vision and values. Our golden rules are:**

We have clear aims to encourage pupils to understand and respect the point of view of others and to be tolerant towards one another within a caring ethos. We will not tolerate bullying and this policy outlines what we will do to prevent and tackle bullying, and has been drawn up through the involvement of both school communities.

2. Our Aims

We are determined to prevent bullying and aim to:

- raise children's awareness of bullying behaviour and the schools' Anti-Bullying policy;
- challenge attitudes about bullying behaviour;
- help children understand feelings of children who are being bullied;
- help build an anti-bullying ethos in both schools;

3. Definitions of Bullying

Bullying can happen to anyone and is 'behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally'.

Bullying can include name-calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, excluding people from groups and spreading hurtful and untrue rumours.

The Junior School children were asked to define bullying. Here are some of their suggestions:

Bullying is:

- ❑ 'to hurt or frighten an innocent person';
- ❑ 'to frighten someone weaker than you over and over again';
- ❑ 'hurting other people's feelings';
- ❑ 'making people feel small, sad and scared';
- ❑ 'when you fight and call people names';
- ❑ ❑ 'fighting someone over and over again';
- ❑ 'ganging up on someone';
- ❑ 'nasty e-mails or text messages'.

The Junior School Council decided that bullying is when the above happens more than once and over a period of time.

4. Forms of Bullying covered by this policy

All the above, and including:

- Bullying related to race, religion or culture
- Bullying related to additional educational needs
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation
- Bullying of looked after children

5. Involvement of Staff

We will -

- be vigilant for signs of bullying (see Appendix)
- actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- consider all opportunities for addressing bullying, including through the curriculum, through PSHCE and SEAL, through discussion and role play, through displays, through peer support and through the School Council
- train staff to identify bullying and follow this policy

- take reports of bullying seriously and investigate them thoroughly
- in the Infant School - actively create 'safe spaces' for vulnerable pupils

6. Involvement of Pupils

We will -

- Ensure pupils know how to express worries and anxieties about bullying
- Ensure pupils are aware about the range of sanctions which may be applied to those engaged in bullying
- Offer support to those who have been bullied
- Work with pupils who have been bullying in order to address the problems they have

7. Involvement of Parents/Carers

We will -

- Ensure parents/carers know who to contact if they are worried about bullying
- Ensure parents/carers know about our complaints procedure
- Ensure parents/carers know where to access independent advice about bullying
- Work with the local community to address issues beyond the school gates that give rise to bullying

8. And in Addition

- Pupils in Year 6 have trained as peer mediators to help resolve playground disputes and support children who are feeling left out or unhappy
- Duty staff walk the whole playground including secluded areas to check whether anyone is isolated or unhappy
- We hold an annual anti-bullying week, jointly planned with the children
- Issues of bullying can be addressed through assemblies and collective worship

9. **For serious incidents, the Executive Headteacher** will keep a record to note the date, time, place, names of children involved and their accounts of what happened. Parents of both victim and bully will be informed at the earliest possible stage. The Executive Headteacher will explain the steps taken since the incident was first reported.

If the situation does not improve the Behaviour Support Service will be contacted.

Persistent bullying could result in a fixed term exclusion and, in very serious cases, lead to permanent exclusion.

10. Monitoring, review and effectiveness of this Policy

The Governing Body will receive reports from the Executive Headteacher on incidents of bullying and will review and evaluate the effectiveness of this policy every two years or sooner if incidents occur that suggest the need for earlier review.

APPENDIX 1

Signs that a child may be being bullied

- general unhappiness/anxiety/fear
- being withdrawn and isolated
- deterioration of work
- desire to remain with adults
- spurious illness
- erratic attendance/late arrivals
- bed wetting/crying themselves to sleep
- unexplained cuts, scratches, marks or bruises
- possessions going missing on a regular basis

Reasons for being a victim may be

- race/sex/background
- new child in school
- child with family crisis
- disability
- children who may be on the edge or outside a group

Reasons for being a bully may be

- victim of violence
- bullied at home
- enjoyment of power/creating fear
- inability to show feelings
- copying behaviour of others
- unhappiness

General statements about bullying

- boys often bully younger children of both sexes
- girls often use verbal abuse and ostracise from peer groups-usually to other girls
- some victims are also bullies
- some victims are treated as culprits
- onlookers are condoning bullying