



Ribchester St. Wilfrid's Church of England Primary School Anti-Bullying Policy

At Ribchester St. Wilfrid's C of E Primary School, we are more than friends:

Following the teachings of Jesus, St. Wilfrid's nurtures a love of learning, within a supportive and caring family; encouraging all of us to become confident and resilient members of the world community.

Together, with Jesus, we can LOVE, LEARN and SUCCEED.

¹³ Christ is the one who gives me the strength I need to do whatever I must do.

Philippians 4:13

Context

Ribchester St. Wilfrid's C of E Primary School promotes an ethos in which the whole school community feels safe and supported, embracing all aspects of school life.

Values and Principles

In line with the school's mission statement and its Christian values, Ribchester St. Wilfrid's C of E Primary School has also adopted the values outlined by the Lancashire Directorate for Children and Young People with regard to anti-bullying:

- Pupils will be in a safe and caring environment
- All types of bullying behaviour are unacceptable and will be challenged
- Reports of bullying behaviour will be taken seriously, acted upon and recorded
- Pupils will be listened to, will know that it is 'Ok to tell', who to tell and how to tell
- There will be a clear and swift response to any report of bullying behaviour
- Parents / carers will be informed of incidents as appropriate, listened to, and kept apprised of how their concerns are being dealt with.

Aims and Objectives

The purpose of this policy is to promote a consistency of approach and to create and reinforce a climate in which all types of bullying are regarded as unacceptable.

We will :

- Provide regular opportunities for consultation with parents, carers, staff and pupils
- Promote a shared understanding of bullying behaviour and raise awareness amongst staff, parents, carers and pupils
- Provide a secure and robust framework for managing incidents
- To provide effective links between SEAL to support the prevention of bullying incidents
- Make sure pupils have someone to talk to, whether another pupil or an adult, if they are being bullied

Definition of Bullying

The school has adopted the Department for Education's definition of bullying supported by additional clarity from CYP Directorate.

The Department for Education states:

Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either emotionally or physically.

Specific types of bullying include:

- Bullying related to race, religion or culture
- Bullying related to special educational needs or disabilities
- Bullying related to appearance or health conditions
- Bullying related to home circumstances
- Bullying related to sexual orientation
- Bullying related to sexist or sexual bullying

CYP Directorate states:

Bullying falls into two categories:

1. Emotionally harmful behaviour, such as taunting, spreading harmful rumours and excluding people from groups or cyber bullying
2. Physically harmful behaviour such as kicking, hitting, pushing or other forms of physically abusive behaviour

The behaviour constitutes bullying if:

- a. it is repetitive, wilful or persistent
- b. it is intentionally harmful, carried out by an individual or group
- c. there is an imbalance of power leaving the person who is being bullied feeling defenceless

It is also important to acknowledge that bullying behaviour can and does occur anywhere and everywhere; in schools, within the home, via the internet and digital technologies and in the community.

To whom this policy applies

This policy applies to the whole school community i.e. adults, children and young people. It addresses child to child, adult to child, child to adult and adult to adult bullying behaviour. For bullying involving adults we follow the school's grievance and discipline procedures.

The provision of this policy will be applicable in relation to behaviour outside school and on school business (for example school visits, sports fixtures etc.) and also where there is a clear link between the behaviour and the maintaining of good order and discipline within the school. In appropriate circumstances, the provisions of the policy will also extend to cover the conduct of pupils when they are not on school premises and not under the control or supervision of a member of staff.

Likewise, members of staff should follow the school procedures with regard to their conduct outside of school in particular being mindful of their use of digital technologies such as social networking sites.

Under the duty of care, all adults in our community have a responsibility to act on bullying behaviour.

Responding to bullying behaviour

Procedures for reporting

Through our Anti-bullying policy, children should feel confident in expressing personal concerns for themselves or others in relation to bullying matters. Listed below are a series of procedures that are followed at Ribchester St. Wilfrid's C of E Primary School to deal with issues of bullying that may arise.

- Children may report an incident to any adult in the school
- Children may also report incidents to the PLT (Pupil Leadership Team) representatives or by writing down their concerns and placing it in the 'Worry Box' in their classroom
- Staff will log any inappropriate incidents or concerns regarding a pupil's behaviour in the school CPOMs. This will allow the staff/Headteacher to identify and monitor any patterns of behaviour.
- Staff are aware that serious incidents should be brought to the attention of the headteacher immediately.
- Any parental concerns regarding bullying should be dealt with by either the class teacher or Headteacher. The Headteacher must always be notified of any parental concerns.
- Staff having concerns regarding themselves or other adults should refer to the Headteacher. Any staff concerned about the conduct of a colleague should refer to the school's Whistleblowing policy.

Procedures for dealing with incidents including follow up

- For all staff it is important that the little things are challenged so that they don't become bigger issues
- There should **always** be involvement with the Headteacher in dealing with incidents of bullying
- Each individual incident will be analysed within its own context, evaluating both the cause as well as deciding upon the most appropriate and positive next steps for all concerned.
- When next steps have been agreed, follow up meeting(s) will also be arranged to monitor the impact of the actions taken and assess any further next steps if appropriate. The person responsible for the follow up meeting will also be identified at this time.

Procedures for recording bullying behaviour

- Staff will follow the day to day procedures for recording incidents
- These forms will include actions that outline support provided, sanctions imposed and follow up actions
- All bullying incidents will be recorded online through the school portal and to the governing body

Procedures for dealing with complaints

- Initially it is hoped that all parents or staff would take any issue to the headteacher
- If necessary, parents will be referred to the school complaints procedure where the first instance states that any complaint should be sent to the Headteacher
- Likewise, staff will be referred to the grievance procedures

Support for children and young people, parents and staff during and immediately after incidents

- The Headteacher will provide support for all concerned, particularly in making everyone clear that the incident will be dealt with fairly and that all will be listened to and supported
- It may be necessary on some occasions to access support from external agencies
- The school recognises that when bullying occurs, all involved require support.

Range of Sanctions that may be applied

- Each individual incident will be analysed within its own context, evaluating both the cause as well as deciding upon the most appropriate and positive next steps for all concerned. Sanctions will therefore vary from helping the individual understand the hurt they have caused to at the extreme, possible exclusion.

Intervention Strategies

Intervention strategies work in partnership with the early section on providing support for children and young people, parents and staff during and immediately after incidents.

Different approaches will be needed and used depending on the context of the situation. The school's main focus is one of prevention. After a bullying incident interventions may include:

- Using additional professionals working with the young people involved
- Implementing an action plan focused on behaviour modification
- Facilitating peer support
- Using restorative approaches

In extreme cases the school's leadership team would access support from the local authority to ensure that rigour and resilience is maintained.

Preventative Measures

The school's highest priority in dealing with bullying is to work on preventative measures, in partnership with all stakeholders. This will include a variety of activities, such as:

- PSHE themes
- Online safety lessons
- Effective induction
- Clear information for parents in newsletters
- Providing a safe and secure environment
- Operating an open door and 'OK to tell' policy
- Offering mentoring, counselling and peer support
- Offering mediation services
- Reinforcing the school's strong Christian ethos and values
- Providing appropriate training for staff (CPD)

Implementation of the Policy

The Headteacher has the responsibility for ensuring the implementation of the policy.

The policy will be brought to the attention of the school staff during induction and at staff meeting after each review or following a bullying incident when appropriate.

Pupils will be made aware of the policy through SEAL lessons and activities during anti bullying themed days and worship.

A paper copy of the policy will be available to parents on request.

Monitoring the anti-bullying process

A baseline for monitoring incidents and actions are monitored, with reference to the definition of bullying outlined in this policy.

The Headteacher will monitor incidents on a monthly basis. This monitoring process will also include checking that recording and reporting procedures and being applied consistently as well as identifying any trends or specific groups needing support.

The policy will be reviewed on a two-year cycle.

Evaluating the Policy

The policy will be reviewed every two years by the Headteacher in consultation with the school's staff and school governors.

The aspiration for minimal numbers of bullying incidents will reflect the success of the policy. Likewise, the effective implementation of preventative measures will have a direct impact on the policy's success. Both aspects will need to be evaluated.