



GREAT ROLLRIGHT CE PRIMARY SCHOOL

Church End, Great Rollright, Oxon, OX7 5SA 01608 737202

Head Teacher – Miss Michelle Hastings



Anti-bullying Policy

Our Vision

Like the Good Shepherd, we nurture our children as unique individuals in a safe and secure environment, to ensure they thrive and fulfil their potential.

Our Christian distinctiveness can be seen in the way the value of **LOVE** is visible in every area of school life, and our strong inclusive community is strengthened by our other Christian Values of **COURAGE, RESPECT** and **TRUTH**.

We are a thriving village school with a warm and friendly atmosphere and all we are and all we do is founded on the principles of the Christian faith. We nurture every child in a secure and positive learning environment so that each one is a happy, confident learner who thrives in a culture of equality. We enable each child to develop their spiritual growth and moral understanding. Every member of the Great Rollright School community is valued and respected, so that everyone can have a positive attitude to themselves, others and life. We inspire high self-esteem and aspirations, we recognise the talents of all, we value personal and academic achievement and we celebrate the success of each and every individual.

The values we hold for our school Love, Courage, Truth and Respect. Everything we do is rooted in these and so we have a strong inclusive community.

School statement on bullying

We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and hospitable community. Bullying of any kind is unacceptable and will not be tolerated at our school. The safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any kind of bullying, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

1 Definition of bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The STOP acronym can be applied to define bullying Several Times On Purpose

The nature of bullying can be :

- Physical – such as hitting or physically intimidating someone or using inappropriate or unwanted physical contact towards someone

- Attacking property – such as damaging, stealing or hiding someone's possessions
- Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone
- Psychological – such as deliberately excluding or ignoring people
- Cyber – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things :

- Race(racist)
- Sexual orientation (homophobic or biphobic)
- Special educational needs
- Culture or class
- Gender identity (transphobic)
- Gender (sexist)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people

2 Aims and objectives

- 2.1 To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- 2.2 To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- 2.3 To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- 2.4 To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- 2.5 To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

3 The role of Governors

- 3.1 The Governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and

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that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

- 3.2 The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. 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.
- 3.3 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 him/her to conduct an investigation into the case and to report back to a representative of the Governing Body, (usually the Chair).

4 The role of the Headteacher

- 4.1 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 deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- 4.2 The Headteacher ensures that everyone knows that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of everyone to this fact at suitable moments. For example, if an incident occurs, the Headteacher may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong, and why a pupil is being punished.
- 4.3 The Headteacher ensures that all members of staff receive sufficient training to be equipped to deal with incidents of bullying.
- 4.4 The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When the individual feels they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

5 The role of the teacher

- 5.1 Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They report all incidents that happen in their class, or that they are aware of in school, immediately to the Headteacher. The Headteacher will record all incidents of bullying in the

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anti bullying logbook in the office and inform a child's parents if he/she is being bullied

- 5.2 If teachers witness an act of bullying, they do all they can to support the child who is being bullied.
- 5.3 We keep the anti-bullying logbook in the office where all incidents of bullying that occur outside lesson time, either near the school or on the children's way home or to school and that we know of are recorded. If any adult witnesses an act of bullying, they should record the event in the logbook.
- 5.4 If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and for the child who has carried out the bullying.
We spend time talking to the child who has bullied; we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in the future. As soon as a child is involved in bullying other children, we inform the Headteacher and the special needs co-ordinator. 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 social services.
- 5.5 Teachers and Teaching Assistants routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- 5.6 Teachers and Teaching Assistants consistently adhere to the Behaviour Management Policy, they aim to support all children in their class and establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

6 The role of parents

- 6.1 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.
- 6.2 Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

7 Reporting bullying

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- 7.1 Pupils who are being bullied : if a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school :
- Report to a teacher
 - Tell any other adult staff in school
 - Tell an adult at home
 - Call ChildLine to speak with someone in confidence 08001111

8 Responding to bullying

When bullying has been reported, the following actions will be taken

- Staff will record the bullying on an incident reporting form and this will be filed in the Bullying Log in the Head's office.
- The Senior Leadership team will monitor incident reporting forms and analyse the results
- The Head Teacher will produce a report summarising the information for the Governing Body at each meeting
- Support will be offered to the target of the bullying from appropriate staff, ELSA and through the use of our restorative justice approach
- Staff will proactively respond to the bully who may require support from appropriate staff and through the use of our restorative justice approach.
- Staff will assess if parents or carers need to be involved
- Staff will assess if any other authorities need to be involved, particularly when actions take place out of school

9 Bullying outside of school

Bullying is unacceptable and will not be tolerated whether it takes place inside or outside school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during the school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

10 Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored in the logbook and follow up actions, if appropriate, will be taken for pupils and staff found using any such language.

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11 Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or a group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school with the Head Teacher regularly reporting to the governing body. This not only ensures that all incidents are dealt with accordingly but also helps to prevent bullying as it enables targeted anti-bullying interventions.

12 School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including :

- A child friendly anti-bullying policy ensures all pupils understand and uphold the anti-bullying policy and know how to report bullying
- The PHSCE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying
- Difference and diversity are celebrated across the school through diverse displays, books and images.
- Through a variety of activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Stereotypes are challenged by staff and pupils across the school
- Playground buddies offer support to all pupils
- Our restorative justice system provides support to targets of bullying and those who show bullying behaviour
- Pupils are involved in developing school-wide anti-bullying initiatives through the school council and the anti-bullying survey
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate

13 Monitoring and review

13.1 This policy is monitored on a day-to-day basis by the headteacher, who reports to governors about the effectiveness of the policy on request.

13.2 This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's anti-bullying

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logbook, and by discussion with the headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.

Policy was reviewed and agreed by the Governing Body on 11th February 2018

Signed.....Chair of Governing Body

Review Date : February 2019

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