



Aughton St. Michael's C. of E. School



Anti-bullying Policy

Date Approved: Autumn 2020

Review Date: Autumn 2022

Mission Statement

Achieving all we can to develop fully our hearts and minds.

Sharing in a loving, caring, Christian community.

Making sure everyone is valued.



This policy links to the following policies: PSHE, RHE, RSE, Safeguarding, Good Behaviour, Single Equalities, and Special Educational Needs.

1. Values and Principles

In line with the school's mission statement and the Christian values of Aughton St. Michael's C.E. School we ensure that: -

- Pupils will be in a safe, 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.

2. Aims and objectives of the policy

We aim to:

- Create a safe and inclusive learning environment by dealing effectively with bullying behaviour and through our curriculum and relationships reducing the number of incidents of bullying behaviour.

3. Definition of Bullying Behaviour

Bullying involves dominance of one person by another, or a group of others, is pre-meditated and usually forms a pattern of behaviour.

Bullying is therefore:

- Deliberately hurtful
- Repeated, often over a period of time

- Difficult for victims to defend themselves against.

It can take many forms, but the main types are:

- Physical - hitting, kicking, taking another's belongings
- Verbal - name calling, insulting, making offensive remarks
- Indirect - spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending malicious e-mails or text messages on mobile phones/social networking sites.

Some forms of bullying are attacks not only on the individual, but also on the group to which he or she may belong. Within school we will pay particular attention to:

- Racial harassment and racist bullying
- Sexual bullying
- The use of homophobic language
- Bullying of pupils who have special educational needs or disabilities.

Bullying can and does occur anywhere and everywhere, in schools, within the home and the community and online.

Being safe online means individuals are protecting themselves and others from online harms and risks which may jeopardise their personal information, lead to unsafe communications or even effect their mental health and wellbeing.

4. To whom this policy applies

- This policy applies to the whole school community i.e. all 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 have adopted the LA's policy.
- The policy applies not only to behaviour on the school premises but also on the journey to and from school.
- Under the duty of care, all adults in our school community have a responsibility to act on bullying behaviour.

5. Responding to Bullying Behaviour

a) Procedures for reporting bullying behaviour

- Children in our school are encouraged to report bullying behaviour to a "trusted" adult.
- If staff have concerns or worries for themselves or others, they should contact the Headteacher or Deputy Headteacher.
- Staff should report bullying behaviour or concerns to the Headteacher or Deputy Headteacher. (If they cannot report it to either of them, they should contact the Chair of Governors).
- Parents should report bullying behaviour to the child's class teacher or the Headteacher.

b) Procedures for dealing with incidents including follow-up

After a report or disclosure of bullying behaviour:

- It will be investigated by an appropriate adult. They will ensure that it is followed up regularly until it is no longer an issue.
- Follow-up information will be given to the Headteacher.
- All information will be logged on CPOMs.

c) Procedures for recording bullying behaviour

- Teachers will log incidents on CPOMs. This is monitored by the Headteacher and Deputy Headteacher.
- Information on bullying behaviour is reported to Governors in the Headteacher's termly report to monitor the effectiveness of the policy and procedures

d) Procedure for dealing with complaints

- Any complaint that a parent makes must first be made to the class teacher. Their concerns will be logged on CPOMs and an action plan will be agreed between the class teacher & the parent. A date will be set to review the complaint. A copy of this will be passed to the Headteacher.
- If a complaint is made regarding bullying behaviour and it is not resolved, then the matter will be passed to the Headteacher or Deputy who will meet with the complainant to discuss their concerns. If they are not satisfied with the outcome of the meeting, a further meeting will be arranged with the Chair of Governors.

e) Support for children, parents and staff during and immediately after incidents

- Children or adults are made safe and asked for their views on what support they need.
- Short and long-term support measures are put in place e.g. counselling from a trusted adult.
- After the incident has been dealt with perpetrators receive support from an appropriate adult.

f) Range of actions that may be applied

- The parents will be informed & range of sanctions will be implemented and restorative approaches will be applied.
- In-line with our Christian ethos and values both the perpetrator and the victim will receive support.

6. Intervention Strategies

Where issues persist, the school has a range of intervention strategies such as:

- Support from an identified adult in school or other professionals
- Behaviour modification

7.Preventative Measures

We employ the following measures to actively prevent bullying behaviour:

- Providing a safe and secure environment
- Strong Code of Conduct
- Operating an open door and "OK to Tell" policy
- Offering support from a Key Worker if appropriate
- Strong ethos
- Frequent revision of online safety guidelines with all pupils
- Online safety rules displayed around school
- Appropriate CPD for adults
- Buddy System
- A range of extra-curricular activities so children can find friends

8.Implementation of the Policy

The headteacher is responsible for the implementation of the policy. It is brought to the attention of adults and children by the following measures:

- Lessons, including 'Circle-Time'.
- Publication of the policy on the School's website.
- Reference is made to the policy during induction meetings with parents.
- New staff/ students/voluntary helpers are made asked to read the policy prior to commencement of work.
- Governors' Meetings.

9.Monitoring the anti-bullying policy process

- The Headteacher monitors the number and types of bullying incidents and reports this information to the Governing Body.
- The Headteacher canvasses opinions amongst children as to the effectiveness of the policy by analysing Attitude Questionnaires & by talking to the children.

10. Evaluating the Policy

- The policy will be reviewed annually
- The number and type of incidents and also the number of incidents successfully resolved will be used to measure the effectiveness of the policy.