

Denton and Harlaxton Church of England Schools



Anti Bullying Policy

Document Management

Changes **NO** / YES

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This easy to remember statement sums up our vision for our children within our community.

Together we can...

Learn

Encourage

Aspire

Respect

Nurture



Our full vision:

With God, together we can Learn, Encourage, Aspire, Respect and Nurture.

And the child grew strong; he was filled with wisdom, and the grace of God was on him Luke 2:40

We believe in a collaborative approach – developing the whole child by developing the whole community together. As an inclusive church school, we use positive and consistent expectations to help all members of our community to flourish. We work towards achieving excellence in all we do, and we recognise the value of everyone in our school and seek to enable all to become agents of positive change in the world.

Denton and Harlaxton Church of England Schools

Anti-Bullying Policy

Introduction

Everyone at Denton and Harlaxton CE Schools has the right to feel welcome, secure and happy. Through our school vision of ‘With God, together we can’ the children are taught that everyone can achieve their best in every aspect of school life. Bullying of any sort prevents this from being able to happen and it also prevents equality of opportunity. It is everyone’s responsibility. Together we can prevent this happening and this policy explains what we will do.

If there is bullying, a child or other victim, must feel brave and confident enough to ask for the help and support that is available in school. Children must be encouraged to report any incident of bullying as not to do so is to condone bullying.

All incidents will be dealt with discreetly and sensitively.

Aims

We aim to make everyone aware of what bullying behaviour is through our PSHE curriculum,

awareness days and related school assemblies, and how to support and help anyone involved, both victim and bully. We want to create an anti-bullying atmosphere everywhere in school, and wherever our children and adults work. We need to make sure everyone understands the serious effects of bullying and feels confident to report it.

What will we teach about bullying?

What is Bullying?

We recognise that many children will experience conflict in their relationships with other children and as a school we are committed to developing empathy and the skills to manage relationships in a respectful way that does not harm others.

We define bullying as:

“The repetitive, unprovoked, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”

This can include:

- name calling; taunting; nasty teasing;
- mocking;
- making offensive comments, gossiping;
- kicking, hitting, pushing;
- taking belongings;
- offensive text messaging, emailing (including through websites, social networking sites and instant messenger);
- sending offensive or degrading images by phone or via the internet;
- excluding people from groups;
- spreading hurtful and untruthful rumours;
- intimidation;
- manipulation;
- racism;
- gender-based discrimination;
- Sexual violence or harassment.

Tackling Bullying:

Prevention is better than cure so at Denton and Harlaxton CE Schools, we will be vigilant for signs of bullying and always take reports of incidents seriously. Reports may be from children, parents, teachers or other school staff (e.g. Midday supervisors or caretakers). We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

We will:

- Create a safe and happy environment, with positive relationships that have an impact on learning and achievement.
- Agree an anti-bullying policy with staff and governors.
- Share the themes of the policy with children and parents in the spirit of ‘Together we can’.
- Teach children about healthy friendships, peer pressure and managing conflict.
- Teach children how to recognise and report bullying problems.
- Hold circle times to share feelings, information, ideas and support.

- Use Collective Worship to reflect on behaviour, our school vision of ‘Together we can’ and our responsibilities to each other.
- Involve children who are members of the School Council.
- Sign post children to further age appropriate support.
- Offer training to all school staff around bullying, including specific guidance on those groups who are most likely to be bullied.
- Provide assurances to the child that concerns have been listened to and action will be taken.

We will deal with any reported bullying incident by investigating thoroughly and recording in the behaviour file which is kept in the school office (Denton) and HT office (Harlaxton).

School Incident forms are also available in the staff room (Harlaxton) and office (Denton)

Child on Child Abuse

Staff at Denton and Harlaxton schools are aware that children can abuse other children. This can occur both within school and outside and can constitute many forms. Examples of child on child abuse can include, but not limited to, bullying (including cyber bullying), physical abuse, sexual violence, sexual harassment and upskirting.

Within school, staff are vigilant and maintain an attitude of ‘it could happen here.’ The safety and welfare of a child is paramount and therefore if staff have any concerns, they will act immediately following guidance within the schools’ child protection policy, Keeping Children Safe in Education and report their concerns to the designated safeguarding leads. Should a disclosure of this nature be made to a member of staff, children will be reassured that their allegations are taken seriously and that they will be supported and kept safe.

Parental Involvement

We will:

- Ensure that parents/carers know whom to contact if they are worried about bullying and remind parents to encourage their children to report bullying.
- Ensure parents/carers know where to access independent advice about bullying.
- Work with parents/carers and the local community to address issues beyond the school gates that give rise to bullying.
- We follow up any incident of bullying, both at the time and after a length of time has passed, to ensure the bullying has not reoccurred and to seek feedback regarding how school has handled the bullying situation.

Parents of victims and bullies will be informed about incidents. Parents are encouraged to contact the school if there is anything they are concerned about.

Support for the bullied child

We will:

- Work together with parents/carers.
- involve a key worker – teacher or teaching assistant.
- Provide support for self-esteem.
- Educate through Personal, social and health education.
- Take a positive approach.
- Develop their interpersonal skills and continued confidence.
- Set up support networks in class and the wider school community.
- Build on positives.
- Where appropriate, involve other outside agencies to offer support and guidance.

Ongoing education for the bullied child

We will:

- Deliver assemblies dealing with the theme of bullying.
- Provide a reporting system which the child feels comfortable with and the involvement of a trusted member of staff.
- Encourage the child to share and tell.
- Provide open communication channels with parents and opportunities to contact key members of staff as required.
- Involve ELSA or Healthy Minds if appropriate.
- Introduction of The Lincolnshire Ladder of Behavioural Intervention (LLBI) and a PSP if appropriate.

Dealing with the bully

We will:

- Work together with parents/carers.
- Discuss the impact of their behaviour- remind the child of the expected behaviour
- Set clear consequences
- Provide Time out.
- Where appropriate, involve other outside agencies including The Lincolnshire Ladder of Behavioural Intervention (LLBI). This may include launching a Pastoral Support Programme and involve the support of BOSS (Behaviour Outreach Support).
- Instigate exclusion measures following the Lincolnshire Ladder of behaviour intervention (see behaviour policy for further details) if appropriate.

Ongoing education for the bully

We will:

- Involve a key worker – teacher or teaching assistant.
- Provide Personal, social and health education.
- Make them aware of the consequences of their action(s).
- Provide support for self-esteem.
- Role-play situations and use social stories to discuss behaviour
- Provide group activities.
- Build on positives.
- Take a whole school approach.
- Where appropriate, involve other outside agencies including The Lincolnshire Ladder of Behavioural Intervention (LLBI). This may include launching a Pastoral Support Programme and involve the support of BOSS (Behaviour Outreach Support).

Concerns, complaints...and compliments

We recognise that there may be times when parents feel that we have not dealt well with an incident of bullying – and we would ask that this be brought to the Head Teacher’s notice. If the Head Teacher cannot resolve these concerns informally, parents can raise their concerns more formally through the schools’ Complaints Procedure. We would also be pleased to receive compliments – feedback from parents when things have gone well.

Ownership of this policy

This policy applies to all staff and to all pupils, whether temporarily or permanently on the

school roll.

The Head Teacher is responsible for introducing and implementing this policy. However all staff, all pupils and their parents have an active part to play in the development and maintenance of the policy, and in its success.

Related Policies

Our Anti-bullying Policy links with a number of other school policies:

- Behaviour Policy
- Equality Policy
- Inclusion Policy
- Safeguarding policy
- Complaints Policy.

This policy will be in line with the Children's Act, Equality Act 2010, the SEND Code of Practice, January 2015 and all other relevant legislation. It will be reviewed annually.

