



HIPSWELL CHURCH OF ENGLAND PRIMARY SCHOOL ANTI-BULLYING POLICY

Our vision is to “Live generously and graciously towards others, the way God lives towards us” (Matthew 5:48). We nurture supportive relationships within our often-changing community. We aspire for our children to be resilient and to flourish - happily, confidently and with enthusiasm.

What is bullying?

Bullying can take many forms. It is a deliberately hurtful action which is then repeated over a period of time. It can take the form of:

- Physical abuse
- Verbal abuse
- Indirect actions (taking belongings, telling malicious tales, being isolated from groups or activities).
- Cyber bullying (malicious emails, text messaging, instant messaging or via social media).

We recognise that bullying could be in the context of discrimination against the protected characteristics such as racial harassment. As such any incidents will be recorded as outlined in the school’s policy for the promotion of Equality (Single Equality Scheme).

At Hipswell Church of England Primary School we aim:

1. To provide a happy, safe environment.
2. To prevent and deal with instances of bullying.
3. To live by our vision and Christian values to develop positive relationships and treat others as God would intend.

Preventing Bullying

Bullying in school is everybody’s responsibility. Silence and secrecy nurture bullying. All staff, children, parents and the Governing Body must be aware that bullying exists. Through recognition of this fact and the shared commitment to combat bullying, our school will be a happy place for everybody. All parents, pupils and staff need to be very clear about the school’s policy and procedures on bullying.

Recognition of signs of bullying

The following signs may give cause for concern and may be related to incidents of bullying.

1. Withdrawn
2. Deterioration of work
3. Spurious illness
4. Isolation
5. Desire to remain with adults
6. Erratic attendance
7. General unhappiness/anxiety/fear.
8. Late arrivals
9. Bed wetting

Dealing with bullying

- Remain calm
- Take the incident or report seriously
- Take action quickly
- Reassure the victim
- Record the incidents and action taken on CPOMS
- Inform the relevant members of staff
- Advise colleagues to monitor the situation
- Inform the Headteacher and parents
- Encourage those who have bullied to reflect upon their behaviour in relation to our vision and values

Supporting pupils

We ensure that all pupils know that our school promotes positive relationships (live generously and graciously towards others). Pupils need to know that they should speak out. New pupils are made aware of how to keep themselves safe and who to talk to.

We work together through the curriculum and acts of Collective Worship to promote our vision and values and share our intolerance of bullying. The Headteacher and Governing Body will play a vital role in monitoring the successful implementation of the policy. Pupils will be given opportunities to talk about bullying and building positive relationships during PSHE.

Supervision

All staff must be alert and observant at all times both inside and outside the classroom. Communication between all staff is vital to ensure that all children feel safe and secure. Any member of staff witnessing an incident must record the unacceptable behaviour on CPOMS and notify relevant staff.

Building on the school's existing policies

Our Positive Behaviour Policy, Home School Agreement, Equal Opportunities Policy, Child Protection Policy and Equality policy have very clear guidelines regarding what constitutes acceptable/unacceptable behaviour towards others. The Anti-Bullying initiatives reflect the principles contained in these documents.

The school will continue to work with external support agencies (Early Help, Educational Psychologist). This may involve consultation with the Educational Psychologist and Social Care. We continually work alongside and have a healthy relationship between the school and the Police. Initiatives include 'Mini-Police cadets', 'Crucial Crew' and the 'Stay Safe' programme for Year 6 pupils.

Anti-bullying strategies and this policy will be reviewed annually.

Agree Date November 2022

Review Date September 2023