

Anti-bullying policy

The school's mission statement

Cringleford CE VA Primary School aims to serve its community by providing an education of the highest quality within the context of Christian belief and practices.

We will do this within a creative, caring and secure environment, where everyone aspires towards excellence.

One of our goals is to:

Treat everyone with equal consideration and respect, including those from all faiths or none.

Our school motto is:

Respect, believe, achieve.

We encourage our pupils to have the following attitudes:

A celebration of differences between individuals

- High self-esteem
- Positive attitudes towards other children and adults
- A good understanding of our core Christian values – respect, forgiveness, creativity, compassion, responsibility, friendship and courage.

We expect our pupils to feel safe in school, including an understanding of the issues related to safety, such as bullying. We also want them to feel confident to seek support from school should they feel unsafe.

The aim of this policy is to identify any bullying behaviours and deal with them in an agreed way.

The Anti-Bullying alliance defines bullying as:

- Hurting another person, or group, on purpose more than once.
- Bullying can involve using violence, hurtful words or ganging up to make another person feel helpless
- It can happen face-to-face or through the internet

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate
- There is a power imbalance that makes it hard for the victim to defend themselves
- It is usually persistent

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, racist or homophobic bullying and when children with disabilities are involved.

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

Emotional	being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
Physical	pushing, kicking, hitting, punching or any use of violence
Racist	racial taunts, graffiti, gestures
Sexual	unwanted physical contact or sexually abusive comments
Homophobic	because of, or focussing on the issue of sexuality
Verbal	name-calling, sarcasm, spreading rumours, teasing
Cyber	All areas of internet, such as email & internet chat room misuse; mobile threats by text messaging & calls; misuse of associated technology, i.e. camera & video facilities

Preventing bullying

It is made clear to the children, by the headteacher in assemblies backed up by teachers in classrooms, that bullying is not tolerated in our school and everyone is expected to play their part to ensure that it does not happen.

Raising awareness about bullying behaviour is part of the curriculum work on relationships undertaken in each class as part of the PSHE curriculum.

Cyber bullying is part of the school's e-safety curriculum.

Through assemblies and PSHE discussions (including during Anti-bullying week in November) all children will be taught that differences should be accepted and even celebrated, but never become a cause for bullying.

Children are encouraged to discuss:

- What bullying is and how it makes you feel
- Whom to tell
- How to react
- How to feel safe
- How to be assertive by using body language and stating clearly if other children are saying or doing something they do not like

Playtimes can be times of conflict. Strategies for preventing poor behaviour or bullying include:

- Good supervision of pupils
- Provision of sufficient play equipment – trim trail, tyre-park, games trolley items etc.
- Older children playing with younger children
- Organised play opportunities (e.g. from Set Your Sights play leader)
- Access for some children to the 'Quiet Club', where indoor activities can be played and behaviour support offered by a member of staff
- Monitoring and observation of specific children as requested by the headteacher or deputy headteacher

Reporting incidents

All reported incidents are taken seriously and investigated involving all parties. Bullying behaviours are logged by staff members and recorded in a bullying log kept in the headteacher's office.

Governors regularly monitor incidents of bullying and liaison with governors always takes place in the event of any serious incidents which may lead to exclusion.

Prejudice related incidents are also recorded in the bullying log and also reported to Norfolk County Council.

Members of staff will follow the procedures in the school's behaviour policy, including the involvement of parents if bad behaviour persists. Sanctions for bullying behaviour include:

- Missing playtimes and completing behaviour sheets
- Lunchtime exclusions

Individual work with victims or perpetrators might include referral to outside agencies, such as the 'Life Coach' who supports a small number of pupils on a weekly basis.