



Cringleford Church of England VA Primary School

Anti-Bullying Policy

Policy Type:	Statutory Policy
Approved by:	Full Governing Board
Date Adopted by LGB:	23/3/22
Review Date:	Spring 2024
Person Responsible:	The Headteacher

OUR VISION

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

OUR PUPILS

We aim for all pupils to have:

- a good understanding of the meaning of faith in Jesus Christ and our core Christian values – respect, forgiveness, creativity, compassion, responsibility, friendship and courage
- high self-esteem, resilience and aspiration
- enquiring minds and a love of learning
- a sense of personal achievement and pride in their school and community

OUR GOALS

To help our children achieve this we will:

Teach a stimulating, balanced and relevant curriculum, providing a wide range of memorable learning experiences.

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

Support our staff to achieve the highest standards of teaching and learning.

Value the strong partnership which exists between parents, church and the wider community.

'I have come in order that you might have life – life in all its fullness.'
John 10:10



RESPECT. BELIEVE. ACHIEVE.

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.

Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- 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.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing 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 another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

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

2. Reporting bullying

All pupils are encouraged to report any bullying incidents to a member of staff at the school. This could be their class teacher or teaching assistant, MSA or another adult whom they have a good relationship with.

Reporting- roles and responsibilities

Staff – all members of staff have a duty in being vigilant to signs of bullying, challenge and play an active role to any form of bullying and be actively involved in the school's efforts to prevent bullying.

- Senior staff - The Inclusion Lead, Assistant Headteachers and the Headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

Key adults are –

Inclusion Lead – Mrs Clarke

Assistant Headteachers – Mrs Bradshaw and Mr McNicholas

Headteacher – Mrs Humphrey

CEOP and IT Lead – Mrs Palmer

- Parents/carers - Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying. Parents / carers can report any concerns about bullying by directly contacting the school via the office email or the class / year group email address.
- Pupils – School staff will make it clear that pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of bullying- they should offer support to the victim and encourage them to report it.

3. Responding to bullying

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

1. Staff will record the bullying on CPOMs
2. Designated school staff will monitor all incidents recorded on CPOMs and analyse the results.
3. Designated school staff will produce termly reports summarising the information which the headteacher will report to the governing body
4. Support will be offered to the target of the bullying from the class teacher, Inclusion Lead or another trusted adult or through the use of external support such as Life Coach.
5. Staff will proactively respond to the bully who may require support from the class teacher, Inclusion Lead or another trusted adult or through the use of external support such as Life Coach.
6. Staff will assess whether parents and carers need to be involved.
7. Staff will assess whether any other authorities (such as police or Local Authority) need to be involved, particularly when actions take place outside of school.

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during 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.

5. 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 on CPOMs and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

6. 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 group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school via CPOMs, with the headteacher regularly reporting incidents 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.

At the end of the summer term schools are asked to complete an annual return for the school year using a form in the MySchool section of the Norfolk Schools website, which will provide the Local Authority with an overview of incidents within the LA. Schools will be asked to report on all incidents relating to protected characteristics as detailed in the Equality Act 2010.

The protected characteristics are:

- Race (ethnicity)
- Sex (gender)
- Disability
- Religion or belief
- Sexual orientation
- Gender reassignment
- Pregnancy and maternity
- Marriage*
- Age*

*These refer to staff but not pupils

The nature of incidents should be monitored regularly with follow up action evaluated. Response work from schools could include individual or group work with children and young people or schools might identify that staff would value training on how to deal with incidents.

7. School strategies to prevent and tackle bullying

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

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy/poster to ensure that all pupils understand the policy and know how to report bullying. This is discussed at the start of the school year, within each class as part of the class charter.
- The PSHE 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. We participate in anti-bullying week each year.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned 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.
- Class PSHE time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with the School Council and feedback from Pupil Surveys.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

8. Training

The Headteacher is responsible for ensuring that all school staff receive regular training on all aspects of the anti-bullying policy.

9. Monitoring the policy

The Headteacher and senior staff are responsible for monitoring the policy on a day-to-day basis to include monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

10. Evaluating and reviewing

The Headteacher is responsible for reporting to the governing body (and the Local Authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required, the school's policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Related policies –

- Safeguarding
- Attendance
- Behaviour
- SEND and SEND School Information Report
- Single Equalities
- Accessibility