



Bishop Bronescombe C of E School



Anti-Bullying Policy

Reviewed:	Nov 2019	Reviewed by:	G Lowe
Due for review:	Nov 2021	SMC or Governor responsible:	SMC

School Aims

At Bishop Bronescombe School we aim to give all children:

- ✚ Access to a rich curriculum which enthuses and equips them for life as citizens in the 21st century.
- ✚ Opportunities to explore their own developing Christian faith and to have respect for the faith of others.
- ✚ High self esteem by feeling valued as a member of our school.
- ✚ A sense of fair play, treating others with dignity and respect.
- ✚ The chance to enjoy taking part in a vibrant, forward looking school, moving their learning forwards.

Bishop Bronescombe C of E School's motto is: **'Learning that lasts a lifetime'**.
 Celtic Cross Education's Mission Statement is: **'We nurture, we learn, we achieve together.'**

General policy statement

All staff, governors, volunteer helpers, students and visitors need to give due regard to all of the policies and practices adopted by the school. Whilst it is acknowledged that people other than staff cannot be expected to read every policy before a visit to the school, it may be that further guidelines are necessary in addition to the Visitor Policy, which all visitors must acknowledge and accept upon arrival. All staff carry responsibility for the welfare and success of the pupils in our school. Staff will advise anyone who is working alongside us of the necessary protocols, procedures and policies we follow.

Rationale

The purpose of this policy is to promote a climate of zero tolerance towards bullying at Bishop Bronescombe School. Our school clearly states that all forms of bullying and discrimination are unacceptable and will not be tolerated. This policy sets out the actions taken by the school to address bullying and discriminatory incidents and we submit data regarding these incidents to the Local Authority.

Definition

We define bullying as **all forms of persistent physical aggression and verbal abuse.**

Bullying can be:

- Physical (hitting or pushing)
- Verbal (saying things about people)
- Emotional (doing things to make people feel bad like leaving people out)
- Prejudice-related (because someone has a different skin colour or background, is lesbian or gay or has a disability)
- Sexual (touching someone in a way they don't like or saying things)

- Written (sending notes or graffiti)
- Cyber (bullying that happens on the internet or on a mobile phone).

Bullying affects everyone in our school. It can make the victim feel hurt and destroy self-esteem. Children who use bullying behaviour themselves can also be hurting, and need our help and support to behave differently.

We know that it is really important for bullying to be dealt with quickly. This is because we know how damaging bullying can be if it continues for a long time.

We do not tolerate any of the above forms of bullying. Therefore, all incidents of unacceptable and bullying behaviour will be recorded and an agreed range of graded sanctions will be applied to demonstrate to the individuals involved how seriously we take the matter. Parents will be informed of all serious incidents. Any child who uses bullying behaviour will be provided with support and guidance to encourage acceptable forms of behaviour.

At all times, we stress that it is the bullying behaviour that is unacceptable and not the person him/herself.

Reporting and Recording Bullying

We cannot deal with bullying if we do not know it is happening. When a parent or child tells us about bullying we will always take it seriously.

All reports of bullying should be passed to the Senior Leadership team. They may decide to deal with the problem themselves or to ask another member of staff.

The school will keep a record of what happened, who was involved and what was done to try and sort the situation out.

Racist, phobic or other equality and diversity-related incidents are also reported to Cornwall Council via their online reporting form:

<https://www.cornwall.gov.uk/school-messenger-home/pupil-support/equality-and-diversity/equality-and-diversity-incidents-and-hate-crime-in-schools-online-reporting-form/>

Sanctions

Bullying behaviours, including physical and verbal aggression towards others are considered red behaviours and will be dealt with according to the behaviour policy.

If a pupil shows 'Red' behaviours, the entire Golden Time will be lost. In KS2, the next lunchtime play will also be lost and the pupil spends time with a member of SLT in 'Reflection Time' where they will complete a reflection sheet.

The pupil will spend lost Golden Time with the teacher on duty and a slip will be sent home informing parents of the sanction. The Phase Lead will be informed. The Head of School will be informed as soon as possible when a child has physically harmed another child.

This will be logged on Pupil Asset.

During this time the children should reflect on their behaviour.

Red letter home

Should a pupil have 3 Red slips in quick succession (i.e. in one week or 4 in a half-term) a 'red letter' will be sent to the pupils' parents/carers alerting them to our concerns regarding the pupils' behaviour and inviting them to come and discuss the situation with the class teacher and Phase Lead.

The pupil may be put 'on report' and issued with a RAG (red-amber-green) timetable on which the class teacher records behaviour for each section of each day. The child reports to the Head or SLT on weekly basis until behaviour improves.

(At this point, advice from other agencies such as Educational Psychologist / Emotional and Behavioural Disorders Advisor/Anti-Bullying in Cornwall service may be sought).

If unacceptable behaviour continues and/or serious misconduct takes place despite loss of golden time or playtimes, the Head of School must be informed as soon as possible and may apply one of the following sanctions:

- Exclusion from an after-school club or event
- Exclusion from a visit
- Exclusion from a residential trip
- Internal exclusion
- Fixed term exclusion

How we will reduce bullying

We will make lots of opportunities for children to think about how people are different and how this is a positive thing, not something to be afraid of.

We will help children to build self-esteem and feel happy about being themselves.

We make sure that the adults in the school set a good example by behaving in a caring and considerate way.

We will make sure all children know what bullying is and what it looks like. We will tell all children that prejudice related bullying is wrong during Anti-bullying week and at least once a term. We will always challenge children who use the words such as 'gay' to mean things they don't like e.g. 'those trainers are so gay'. We will always challenge any instance of discriminatory language or behaviour.

We will encourage all the children to tell an adult if they are worried about bullying.

We will have posters and booklets in key places around the school so that children can get help elsewhere if they can't talk to an adult in school (e.g. Child-line, Cyber Mentors). We will make children aware that cyber-bullying is unacceptable and promote Internet Safety annually.

We will seek support from Anti-Bullying agencies in cases where children and adults feel they need extra support.

Other strategies to reinforce the school's expectations

- Our Rules for Life and Golden Time
- Green dojos, reward stickers
- Weekly certificates and awards in Achievers Assembly
- Circle Time sessions
- School Council with two representatives from each class
- Playground buddies
- Friendship Stops on playground
- Workshops for parents and children in how to deal with bullying
- Super 6 scheme
- PSA support

Involvement of pupils

The children were asked for their thoughts and contributions at the time of the original policy formulation. These contributions were made at class level, through discussions in Circle Time and at School Council meetings.

Checking this scheme is working

This policy must be monitored to make sure it is working. The Head of School has the overall responsibility for this, but parents and children will be able to comment in the annual questionnaire.