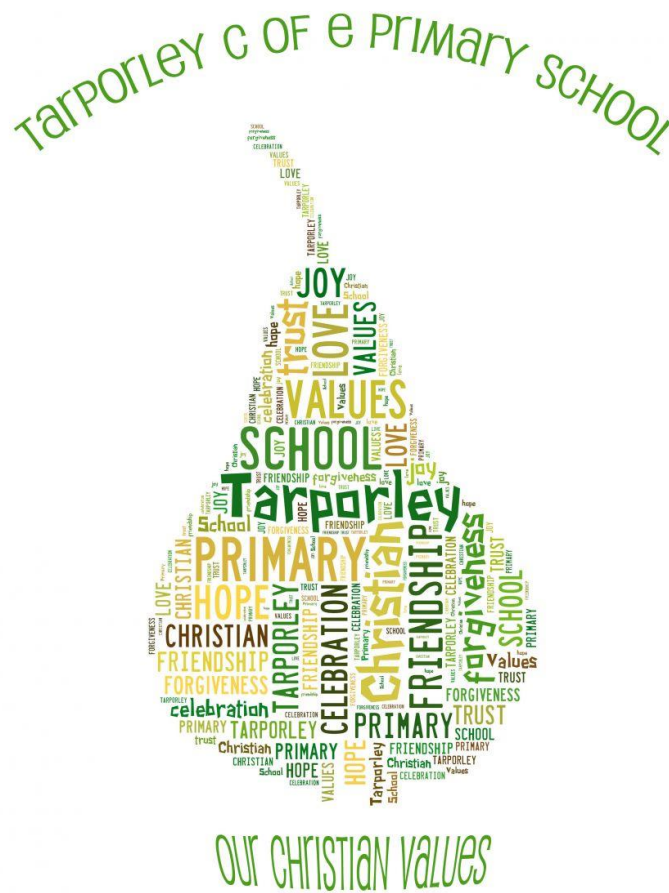# TARPORLEY CEPRIMARY SCHOOL

Let Your Light Shine (Matthew5)

Tarporley Church of England Primary School is a welcoming and friendly Church school that provides high quality education for children aged 5-11. As a Church school we hold our Christian Values at the heart of everything we do. These are: **LOVE, FRIENDSHIP, TRUST, HOPE, FORGIVENESS, JOY & CELEBRATION**

It is very important to us that the children are happy and experience the best education possible. We value strong links and a close partnership between home, church and school and recognise the importance of trust and shared responsibility in education.

Anti-Bullying Policy

Objectives of this Policy

This policy outlines what Tarporley CE Primary School will do to prevent and tackle bullying. We are committed to providing a caring, friendly and safe environment for all our children so that they can learn in a relaxed and secure atmosphere. We are committed to developing an anti-bullying culture whereby no bullying, including bullying between adults or adults and children, will be tolerated.

Our school community will:

- monitor and review our anti-bullying policy and practice on a regular basis, ensuring that all governors and staff know the school policy on bullying, and follow it should bullying be reported;
- support all staff to promote positive relationships to prevent bullying, and identify and tackle any bullying behaviour appropriately and promptly;
- ensure that all pupils and parents know what the school policy is on bullying, and what they should do if bullying arises;
- share a child-friendly version of our anti-bullying policy with the children;
- reassure parents and pupils that they will be supported if bullying is reported, as a school we take bullying very seriously;
- report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn will work with the school to uphold the anti-bullying policy;
- ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively so that they feel safe to learn;
- support all pupils through encouraging them to develop positive social skills and attitudes by learning how to relate to and respect each other.

Definition of bullying

Bullying is 'behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally'. (Department for Education "Preventing and Tackling Bullying", October 2014) Bullying can take many forms and is often motivated by prejudice against particular groups. It might be motivated by actual differences between children, or perceived differences.

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture;
- Bullying related to SEND (Special Educational Needs and Disabilities);
- Bullying related to appearance or physical/mental health conditions;
- Bullying related to sexual orientation (homophobic bullying);
- Bullying of young carers, children in care or otherwise related to home circumstances;
- Sexist, sexual and transphobic bullying;
- Bullying via technology – for instance, cyber-bullying via text messages or the internet.

Bullying can include: name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, messenger apps, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Preventing, identifying and responding to bullying

As a school, we have created an ethos of good behaviour where pupils treat one another and the school staff with respect because they know that this is the right way to behave. Values of respect for staff and other pupils, an

understanding of the value of education, and a clear understanding of how our actions affect others permeate the whole school environment and are reinforced by staff and older pupils who set a good example to the rest.

Our school's response to bullying does not start at the point at which a child has been bullied. School staff act proactively to gather any information about issues between pupils which might provoke conflict, and develop strategies to prevent bullying occurring in the first place. This might involve talking to pupils about issues of difference, perhaps in lessons, through dedicated events or projects, or through assemblies. Incidents, however small, may be recorded on CPOMS (our online reporting tool for safeguarding and behaviour) so that patterns in behaviour can be identified and relevant information can be shared with other staff members, including the Behaviour Lead.

Strategies to help prevent the occurrence of bullying behaviour

At Tarporley CE Primary School we will:

- ensure all staff are aware of and follow the school behaviour policy;
- create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all;
- actively provide opportunities (e.g. through HeartSmart programme and using My Happiness Club techniques) to develop pupils' social and emotional skills, including their resilience;
- provide an inclusive approach for pupils, staff and parents/carers to access support and report concerns;
- challenge practice which does not uphold the school's values, for example, tolerance, non-discrimination and respect towards others;
- consider all opportunities for addressing bullying in all forms throughout the curriculum (stories, drama and role play) including a range of additional approaches such as through displays, collective worship, events, and the school parliament;
- regularly update and evaluate our approaches to take into account the developments of technology, and provide up-to-date advice and education to all members of the community regarding positive online behaviour (annual e-safety training);
- train all staff to identify all forms of bullying and to follow the school policy and procedures (including recording and reporting incidents using CPOMS);
- proactively gather and record concerns and information about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring;
- use a variety of techniques to resolve the issues between those who bully and those who have been bullied;
- work with other agencies and the wider school community to prevent and tackle concerns;
- celebrate success and achievements to promote and build a positive school ethos;
- provide the additional opportunity for children to raise questions and discuss cyberbullying issues through the role of E-Cadets and online safety sessions.

Involvement of pupils

We will:

- regularly gather the children's views on the extent and nature of bullying;
- discuss with pupils who are being bullied how they want us to resolve this and to take these wishes into account;
- discuss with the pupil who is experiencing bullying which adult they wish to talk to, rather than designating someone ourselves;
- ensure that all pupils know how to express worries and anxieties about bullying;
- ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying;
- involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum (appropriate to their age);

- offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have.

Liaison with parents and carers

We will:

- make sure that key information about bullying (including policies and named points of contact if parents are worried) is available to parents/carers e.g. on our website;
- ensure all parents/carers know about our complaints procedure and how to use it effectively;
- ensure all parents/carers know where to access independent advice about bullying;
- work with all parents/carers and the local community to address issues beyond the school gates that may give rise to bullying;
- ensure that parents work with the school to be role models for positive behaviour for pupils to learn from.

Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Behaviour policy
- Complaints policy
- Safeguarding and child protection policies
- E-Safety (Online Safety) and Acceptable Use policies
- Curriculum policies such as PSHCE and computing
- Staff Handbook

Responsibilities

It is the responsibility of:

- Governors to take a lead role in monitoring and reviewing this policy;
- Governors and all staff to be aware of this policy and implement it accordingly;
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably;
- The Behaviour and Anti-bullying Lead to monitor incidents via CPOMS and through discussion with staff, offering support and guidance where appropriate, and liaising with parents/carers as appropriate;
- Staff to support and uphold the aims of the policy;
- Parents/carers to support their children and work in partnership with the school;
- Pupils to abide by the policy.

Procedures for all staff

Dealing with Incidents

When bullying is suspected or reported:

Stage 1
- Staff will intervene immediately when bullying is reported;
- Staff will investigate by listening to all parties and witnesses within 3 working days;
- The incident will be recorded on CPOMS and shared with the Behaviour Lead (Deputy Head teacher) who will interview the children concerned if appropriate;
- The child being bullied will be made aware that the incident will be dealt with.

Stage 2
- Parents/carers of the child/children doing the bullying will be asked to attend a meeting to discuss their child's behaviour within 5 working days;
- Parents/carers of the child being bullied will be informed and invited to meet with an appropriate member of staff within 5 working days;
- A suitable sanction will be implemented for the child doing the bullying in order to change the behaviour.

Stage 3
- Staff will monitor the behaviour of both "bully" and "victim", and all staff will be alerted to monitor closely for any further occurrence;
- Parents will be contacted with the outcome of the monitoring (approximately 3 months).

Supporting Pupils

The first priority will be to support the victim.

Pupils who have been bullied will be supported in the following ways:

- Offered an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice where their wishes and feelings will be listened to and taken into account;
- Reassuring the pupil and providing continuous support;
- Should the bullying reoccur, pupils will know who they should with immediately so the behaviour can be dealt with;
- Restoring resilience, self-esteem and confidence.
- Sanctions will be applied to those children who are bullying as appropriate. This may be a removal of privileges or removal from the playground for a period of time in order that the victim may play safely in the knowledge that the bully is not present.

Pupils who have bullied will be helped in the following ways:

- Discussing what happened and establishing the concern, developing an understanding of the impact of their actions on the victim, and helping them understand that what they have done is wrong and that they need to change their behaviour;
- Informing parents/carers to help change the attitude and behaviour of the child;
- Providing appropriate education and support;
- Sanctioning in line with school behaviour/discipline policy, for example, removal of the bully from the playground or classroom, time out in another class or with a senior teacher, or exclusion from playtime or lunchtime. In extreme cases, the parent may be asked to take the child home at lunch time, or as a final resort, a formal exclusion process may be instigated.

Supporting Adults

Adults (staff and parents) who have been bullied or affected will be supported in the following ways:

- Offered an immediate opportunity to discuss the concern with a senior member of staff / head teacher;
- Being advised to keep a record of the bullying as evidence;
- Where the bullying takes place outside of the school site, then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school's behaviour and discipline policy or staff code of conduct;
- Reassuring and offering appropriate support;
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults (staff and parents) who have bullied will be helped in the following ways:

- Discussing what happened with a senior member of staff and establishing the concern;
- Clarifying the school's official procedures for complaints or concerns;
- If online, requesting content be removed and / or reporting account/content to service provider;
- Instigating disciplinary action, if appropriate.

Monitoring & review

The Headteacher will report on a regular basis to the governing body on incidents of bullying and the outcomes.

The school will ensure that the policy is consistently applied and that any issues identified will be incorporated into the school's action planning.

Created: February 2017

Reviewed: May 2023

Next review: May 2026

Supporting Organisations and Guidance

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" March 2014: https://www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE: "No health without mental health": https://www.gov.uk/government/publications/no-health-without-mentalhealth-a-cross-government-outcomes-strategy
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBT (lesbian, gay, bisexual, and transgender)

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- DfE: SEND code of practice: https://www.gov.uk/government/publications/send-code-of-practice0-to-25

Racism and Hate

- Anne Frank Trust: www.annefrank.org.uk
- Kick it Out: www.kickitout.org
- Report it: www.report-it.org.uk
- Stop Hate: www.stophateuk.org
- Show Racism the Red Card: www.srtrc.org/educational

Child Self-Harm and Suicidal Thinking

- Papyrus: National Charity Working to prevent young suicide – a range of resources available www.papyrus-uk.org/about
- National Institute for Health and Care Excellence: www.nice.org.uk/guidance/CG16
- NSPCC: www.nspcc.org.uk/preventing-abuse/keeping-children-safe/self-harm/
- The Mix: essential support for under 25s: www.themix.org.uk/mental-health/self-harm
- Young Minds: www.youngminds.org.uk/find-help/for-parents/parents-helpline
- Centre for Mental Health and Safety: http://research.bmh.manchester.ac.uk/cmhs/research/centreforsuicideprevention/

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