

The Unity of Titchmarsh, Warmington and Nassington Schools ANTI-BULLYING POLICY

Introduction

Our schools positively promote good behaviour. We aim to work in partnership with our parents in encouraging the development of the whole child and believe good behaviour is essential for a productive learning climate where all are respected, valued and can achieve their full potential. Children are expected and encouraged to have a caring attitude to all those they meet in school. In line with this introduction, it is clear that there has to be a strong approach to both tackling and preventing bullying in our schools.

Aims of Our Anti-Bullying Policy

In order to prevent bullying, we promote an ethos where our aims are:

- To uphold caring values, [and for Titchmarsh our Christian values](#), we all aim to treat each other well.
- To make children aware of the behaviour which is expected of them.
- To include discussion/work on bullying in class discussion, RE, PSHE and assemblies.
- To foster polite and kind behaviour and positive reinforcement through example.
- To encourage good manners and the reasons for this.
- To encourage children to take responsibility for themselves and for others.
- To value individuality and nurture the emotional life of our children.

What is Bullying?

- It is deliberately hurtful behaviour.
- It is repeated often over a period of time.
- It is difficult for those being bullied to defend themselves.
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It can be:

- Short term or continue for years.
- Physical.
- Verbal – name calling, malicious gossip.
- Overt.
- Subtle intimidation – coercing the victim into acts which they do not wish to do.

Five main types:

- Physical – hitting, kicking, taking belongings.
- Verbal – name calling, insulting, racist remarks.
- Indirect – spreading nasty stories about someone, excluding someone from social groups.
- Cyber bullying- inappropriate use of the internet.
- Cyber bullying is mentioned in three main documents: Acceptable Use and Internet policy, E-Safety policy and the IT Code of Conduct.-all of these documents are shared/discussed with the children annually.
- Sexual harassment and sexualised behaviour towards others.



Bullying is the wilful, conscious desire to hurt or threaten or frighten someone else. It can be said to be taking place when any child is subjected to repeated aggressive acts which make that child miserable over time. Play is a natural part of childhood and can be boisterous. It becomes bullying when it persistently or seriously spoils other children's activities or when there is rough, intimidating behaviour.

The Staff Role

Individual staff members take seriously the need to be watchful both in and out of the classroom. They note any indicators, such as:

- isolation
- withdrawn behaviour
- declining academic performance.

They make it clear to pupils how and who to tell and how the problem will be dealt with. Encourage children to actively talk about bullying in order to underline a key message: **All should be encouraged to tell.**

All staff should maintain high expectations for good behaviour, apply the school policy consistently and set an example of calm polite and friendly relationships. The most powerful determinant of behaviour management is the example we set particularly in the way we manage conflict.

Agreed procedures on how staff respond when bullying is suspected or has occurred:

1. Take the incident seriously.
2. Take action as quickly as possible.
3. Head of School to be informed immediately and an incident report completed.
4. Other colleagues to be informed as it is a situation where others need to be vigilant.
5. Inform parents on the seriousness of the situation by the close of day, where possible, and/or the frequency of occurrence.
6. Head of School to escalate incident to the Executive Headteacher if matters cannot be resolved or if there are reoccurrences, despite actions already taken;
7. Records of incidents of bullying to be kept by the Executive Head in record book.
8. All cases of racial, homophobic, transphobic, biphobic, online, sexual or other significant harassment, are logged and reported in accordance with Local Authority guidance and monitored by the Executive Headteacher and Governors;
9. The Safeguarding Policy outlines procedures for dealing with peer-on-peer abuse including sexual harassment and bullying.

Strategies for dealing with bullying:

- Everyone to use our Behaviour policy and keep it under review.
- Allocation of Staff Mentor to be agreed with Executive Headteacher (EHT)/ Head of School (HoS), Parent and Child.
- Staff Mentor to meet briefly (at least once each week) with the child who is subject to alleged bullying)
- EHT/ HoS to contact parent on a regular basis to review concerns/progress.



Develop classroom strategies and activities that will help to combat bullying:

- Use classroom activities in PSHE.
- Discuss bullying in Circle Times and Assemblies, through drama, role play, games;
- Discuss bullying through story selection/focus class readers to support awareness and impact of bullying;
- Explicitly reminding children during such activities that the school does not tolerate bullying.
- Playground behaviour can provide opportunities to extend organised games.
- The development of activities for the playground, e.g. Quiet areas, Playtime equipment boxes and Fixed play equipment **with use of Sports Leaders to model expected behaviours;**
- Through outside visits from the PCSO, NSPCC and SCARF PSHE Workshops.

Review of Our Anti-Bullying Policy

This policy will be reviewed by:

- School staff
- School Council
- Parents and carers
- Governing Body
- Each classroom will display the classroom rules that each class has created.