

# THE CANONS CE PRIMARY SCHOOL



## ANTI-BULLYING POLICY

**Adopted by Governors  
September 2016**

This Policy should be read in conjunction with the schools Behaviour and Pastoral Policy.

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should feel able to tell an adult, confident that incidents will be dealt with promptly and effectively.

The golden rules in our school are based upon respect:

Respect for people  
Respect for property

We believe everybody has the right to be treated with respect. No one deserves to be a victim of bullying.

### **What is Bullying?**

- Bullying is when people keep on making the same person unhappy, not just once but continuously.
- Bullying results in pain and distress to the victim.

Bullying can be:

- **Emotional** being unfriendly, excluding, tormenting.
- **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

### **Objectives of this Policy**

To ensure that:

- All governors, teaching and non teaching staff and pupils should have an understanding of what bullying is.
- All governors and teaching and non teaching staff should know what the school policy is concerning bullying, and follow it when bullying is reported.
- All pupils should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Everyone is aware that bullying will not be tolerated.

## Procedures

- Incidents of bullying reported to a member of staff should be investigated promptly. This will often involve the class teacher: whilst particularly serious issues may need to be referred to a senior member of staff this should not be an automatic process for every reported incident.
- Children involved should be dealt with as staff deem to be professionally appropriate
  - victims will need reassurance and support
  - bullies will need encouragement to change their unacceptable behaviour. [ cf the school's Code of Conduct + Vision Statements.]
- In serious cases parents should be informed and asked to attend a meeting to discuss the problem.
- All racial incidents and serious bullying incidents must be recorded on the appropriate proformas and passed on to the relevant senior members of staff for filing. [Racial Incidents Proforma and the Investigated Incident Information Form.]

Whilst appropriate response to bullying behaviour or threats of bullying, etc. is vital the school recognises its responsibility to take proactive steps to discourage bullying and to raise awareness of its unacceptable nature.

Such initiatives will include:

- PSHE work including the use of S.E.A.L.(Social and Emotional Aspects of Learning) themes such as Relationships and Good to be me.
- R.E. work encouraging tolerance of people of other faiths, backgrounds, physical appearances, etc.
- Assembly times promoting the school's Christian ethos and the notion of respect.
- Highlighting the role of the school's Learning and Pastoral Support Manager as a member of staff who the children can talk to or ask for support when experiencing relationship issues.
- Supporting schemes that encourage children to make friends, having friends being one of the best defences against bullying, eg. Peer supporters and mentors. For some children who lack the necessary social skills to make friends easily training from outside agencies will be considered.
- Seeking to make playtimes a more constructive and organised experience through the use of teaching assistants, play leaders and lunchtime supervisors, and ensuring that adequate resources are available.
- Ensuring 'vulnerable' children are known by staff, including lunchtime supervisors, so that their participation in playtime activities can be closely monitored and supported as required.