

# Anti-Bullying Policy

The Littletons CE First School



## SCHOOL VISION:

Just as God has created every individual with unique talents and skills, our school community provides a nurturing and inclusive environment, where everyone is encouraged to explore their individual creativity and to confidently use their talents in order to achieve their God given potential and to make the world a better place.

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## What is bullying?

Bullying is defined as the repetitive, intentional harming of one person (or group) by another person (or group), where the relationship involves an imbalance of power. Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"><li>• Racial</li><li>• Faith-based</li><li>• Gendered (sexist)</li><li>• Homophobic/biphobic</li><li>• Transphobic</li><li>• Disability-based</li></ul>	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

## Creating an anti-bullying climate in school

At The Littletons, we believe that prevention of bullying is of utmost importance. We aim to do this through promoting the Vision and Values of the school, which set out an expectation that everybody is Caring, Nurturing and Inclusive. These will be central messages within Collective Worship and classroom practice.

Our school's Behaviour Policy explains how we promote positive behaviour in school to create an environment where pupils behave well, where pupils take responsibility for each other's emotional and social well-being and where they include and support each other.

We also draw on the school's curriculum, especially in PSHE lessons, to promote appropriate behaviour through direct teaching, and by creating an emotionally and socially safe environment where these skills are learned and practised. Our aim is to create a climate where bullying is not accepted by anyone within the school community.

Our curriculum is used to:

- Raise awareness about bullying
- Increase understanding for victims and help build an anti-bullying ethos
- Teach pupils how constructively to manage their relationships with others
- Ensure that children know what to do if they, or someone else, is being bullied

Our assemblies support our anti-bullying climate by:

- Promoting our School Vision and Values
- Highlighting special days such as Anti-Bullying Day
- Giving children time to reflect on how their actions can impact on other people, both positively and negatively
- Instilling a school-wide expectation of compassion and inclusion for all people

### **Procedures for dealing with cases of alleged bullying**

We are aware that bullying can happen in any setting and will take any report of bullying seriously.

Children are taught what bullying is (and is not) and who to speak to if they are concerned that bullying is present in school. The expectation that any potential incidents of bullying should be reported by all members of the school community will be made reinforced. We make it very clear to children that it is always right to report any incidents of bullying or suspected bullying, either targeted towards themselves or other people.

Incidents of bullying can be reported by:

- Speaking to any member of staff
- Sending a message on Class Dojo
- Emailing the school office or head teacher

If an incident of bullying is confirmed or suspected, it will be investigated by the headteacher. This may include talking to:

- The alleged victim/s
- The alleged perpetrator/s
- Other pupils who may have witnessed the incidents
- Staff members
- Parents and carers

Appropriate action will be taken if any incidents of bullying are confirmed. This may include:

- Isolating perpetrators at key times of the day until staff are satisfied that further incidents will not occur
- Working with parents and carers (of victims and perpetrators)
- Ensuring that victims understand any action taken and that they feel safe in school
- Using pastoral Teaching Assistants to provide 1:1 and small group support when tackling underlying issues
- Regular checks that no further incidents of bullying have occurred
- In extreme or persistent cases, suspension or permanent exclusion may be considered.

All action taken will have the aim of preventing further incidents of bullying, or reducing the possibility of further incidents as far as possible.

### **Recording of incidents of bullying**

All incidents of bullying will be recorded in the school Bullying Log, along with actions taken.