



St James' Lanehead Church of England Primary School

Respect for All Policy

Date of Policy:	January 2019
Person Responsible:	M Stott
To be reviewed:	Three Yearly
Review Date:	January 2022

Our School Vision

Our church school seeks to inspire each individual to flourish grow and learn with Jesus at the heart of all we do.

This policy reflects the school vision and values as a Church of England school where all the members of the school community are loved by God and all are encouraged to live out that love by welcoming and valuing each other. This will include being able to respect each other even when individuals may hold different points of view from each other. However, as a Christian school we aim to love and serve God first and ourselves and others second. This policy relates to all members of the school community including the adults who work here.

Objectives of this Policy

- The Governing Board, All teaching and non-teaching staff, all pupils and all parents should have an understanding of what bullying is.
- The Governing Board, all teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents 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.
- Bullying will not be tolerated.

What is Bullying?

We believe that all people are made in the image of God (Gen 1:27) and are unconditionally loved by God. We believe that everyone is equal in the sight of God because we recognise that none of us can live up to the “holiness” of God. As a result we treat each other with dignity and respect striving to live lives that reflect our Christian values.

We seek that each person be enabled to flourish whatever their differences.

“Bullying can happen to anyone at any age. Being bullied at school, home or online might involve someone pushing you, hitting you, teasing you, talking about you or calling you names. No one has the right to hurt you or make you feel bad, and if you are being bullied you don't have to put up with it, you can talk to someone about it.”

Definition from the “Childline” organisation web-site.

Aims

- To live out our Christian vision and values following the example of Jesus Christ whose love embraced all.
- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing challenging and responding to incidents of bullying that occur.

- To inform pupils and parents of the school's expectations and to foster a productive partnership this helps to maintain a bullying-free environment.
- To outline the school's commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Bullying is hurtful, unkind or threatening behaviour which is **deliberate** and **repeated**.

Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community.

The Christian vision and values of the school should lead to a diminishing of any such behaviour.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gesture, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent bullying

Bullying could be based on many things, including:

- Race
- Religion or belief
- Special Educational Needs or disability
- Culture or class
- Appearance or health conditions
- Sexual orientation or Gender identity
- Gender
- Related to home or other personal circumstances

Safeguarding children and young people

Under the Children Act 1989 a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their local authority children's social care. Even where safeguarding is not considered to be an issue, schools may need to draw on a range of external services to support the pupil who is experiencing bullying, or to tackle any underlying issue which has contributed to a child doing the bullying.

Criminal Law:

It is important to bear in mind that some types of harassing or threatening behaviour – or communications – could be a criminal offence, for example under the 9 Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and the Public Order Act 1986. For example, under the Malicious Communication Act 1988, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety or to send an electronic communication which conveys a message which is indecent or grossly offensive, a threat, or information which is false and known or believed to be false by the sender. If school staff feel that an offence may have been committed they may elect to seek assistance from the Police, but any reference to the Police should only be undertaken with the agreement of the Headteacher.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- clothes are torn or books damaged
- has possessions go "missing"
- starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- is hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings

- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Children should always be positively encouraged to talk to the teachers and/or support staff if they feel a problem has occurred.

We do however accept that some children may find it difficult to talk to someone regarding difficulties that may occur. To try and overcome this we will develop a “post boxes” system whereby children can write down any problem that they may have. We will also have a number of “Lunchtime Buddies” which will be chosen pupils from Year 6 to whom children can go to. They will then report to a member of staff.

In school we will have four different ways to tell someone:

- teaching staff
- support staff
- playground pals
- posting box

Reporting – role and responsibilities

- Staff
 - All staff have a duty to challenge bullying, report bullying, be vigilant to signs of bullying and play an active role in the school’s efforts to prevent bullying
- Senior staff
 - The Senior Leadership team and the Head Teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.
 - The Head Teacher is the member of staff responsible for anti-bullying
- Parents/carers
 - Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying while also supporting the school in following policy.
 - Bullying should be reported to school
- Pupils
 - The Christian vision and values of the school respect all so pupils should not take part in any kind of bullying and should watch out for signs of deliberate and repeated threatening behaviour among their peers. If any is noticed they should offer support to the victim and encourage them to report it.
- Governing Board

- To discuss and agree the anti-bullying policy, and to keep up to date on national guidelines and reports
- To ensure the implementation of the anti-bullying policy
- To monitor reports of bullying in the school
- The Safeguarding Governor must strategically monitor that the school is fulfilling its responsibilities.

Responding to bullying

These are the actions and procedures used in the school.

1. Staff will record the bullying on CPOMS and alert the SLT and pastoral team.
2. The SLT will monitor incident reporting forms and information recorded on CPOMS
3. If an incident does occur the designated school staff will produce a report summarising the information which the head teacher will report to the Governing Board.
4. Support will be offered to the victim of the bullying from the class teacher or buddy system or through the use of other programmes.
5. Staff will proactively respond to the bully who may require support from the class teacher or buddy system or through use of other programmes.
6. Staff will assess whether parents and carers need to be involved.
7. Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

Bullying outside of school

Following Jesus' example we do not tolerate injustice and bullying whether it takes place inside or outside of school.

The nature of cyber bullying in particular means that it can impact on pupils beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

The school is active in addressing responsible and respectful use of social media. The school is active in supporting parents to take responsibility for their child's respectful use of social media especially in such a fast changing environment.

Parents must ensure that

Staff will assess whether any other authorities (such as police or local authority) need to be involved.

The use of derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS and follow up actions and

sanctions, if appropriate, will be taken for pupils and staff found using any such language. Staff are also encouraged to record the casual use of derogatory language using informal mechanisms such as a classroom log.

Prejudiced based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions

School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- We use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying.
- The whole school curriculum is used to highlight and explore the anti-bullying commitment of the school. There are more extensive opportunities to explore anti-bullying themes within the PSHE programme of study which includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. Together with the PSHE curriculum, the Religious Education programme of study also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Class worship and circle time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Peer-mentoring, pupil-led programmes offer support to all pupils
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with groups such as the school council.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Training

The head teacher is responsible for ensuring that all school staff and adults working in school receive training on the vision and Christian Values of the school and on the anti-bullying policy.

Monitoring the policy

The governor curriculum committee will monitor this policy and its implementation.

Evaluating and reviewing

The head teacher is responsible for ensuring that the vision and Christian Values of the school are rigorously applied to the anti-bullying work in the school and in reporting termly to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld. The governors are in turn responsible for supporting the vision and values and evaluating the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. If further improvements are required the school policies and anti-bullying strategies should be reviewed. The policy is reviewed every 12 months.

References

Valuing All God's Children (*The Church of England Education Office, Autumn 2017*)
<https://www.churchofengland.org/more/education-and-schools/education-publications>

Support Agencies

Local Authority Education Health and Wellbeing Team		01257 226900
Anti – bullying alliance	www.antibullyingalliance.org.uk	
Kidscape	www.kidscape.org.uk	020773 3300
Childline	www.childline.org.uk	08000 11 11
Bullying online	www.bullying.co.uk	
Parentline plus	www.parentlineplus.org.uk	0808 800 2222
Parents against bullying		01928 576152

Date of Last review:

Headteacher signed:

Date: 30.01.2019



Chair of governors signed:

Date: 29.01.2019

R.D. Hawkes