



# **Eardisley CE Primary School**

## **Anti-Bullying Policy**

**November 2023**

*In all that we do our values shine through.*

***At Eardisley CE Primary School, our vision is to live out through Friendship and Determination, the Christian teaching to 'love one another.' This vision, rooted in our shared values, will guide, inspire and nourish, bringing Joy to all. (John 15:12)***

At Eardisley CE Primary School our Christian values are our bedrock, giving us the language and the tools to form successful relationships with ourselves, others and our world. We recognise that to help children build a happy and successful life, they need knowledge and skills that will enable them to make informed decisions about their wellbeing, health and relationships. Children will put this knowledge into practice as they develop the capacity to make sound decisions when facing risks, challenges and complex contexts. High quality, evidence-based and age-appropriate teaching of these subjects can help prepare pupils for the opportunities, responsibilities and experiences of adult life and safeguard them as they grow up.

We also work in line with the Church of England Principles Charter, that: everyone should be treated with dignity as all people are made in the image of God and loved equally by God. All pupils have a right to an education which enables them to flourish and is set in a learning community where differences of lifestyle and opinion (within that which is permissible under UK law) are treated with dignity and respect; bullying of all kinds is eliminated; and where they are free to be themselves and fulfil their potential without fear.

### **Introduction**

At Eardisley CE Primary School we believe that:

- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.

### **Principles**

- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- Children and young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.
- We believe in tackling bullying by encouraging an environment where individuality is celebrated and individuals can develop without fear.

### **Consultation Process**

This policy is the result of a process of consultation with the following groups from across our community.

Staff, governors, parents and pupils

### **Review of policy**

Data from the monitoring and recording of incidents (including 'nil' returns) will also inform policy review and will be seen by governors/trustees/management board once a term/quarterly

### **Definition of Terms What is Bullying?**

Through the consultation process, Eardisley CE Primary School's understanding of bullying is as follows:

*"Behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally"*

### **Aims and Objectives**

#### **The aim of our anti-bullying policy:**

- Eardisley CE Primary School is a positive experience for all members of our community.
- To make it clear that all forms of bullying are unacceptable at Eardisley CE Primary School.
- To enable everyone to feel safe while at Eardisley CE Primary School and encourage children to report incidents of bullying.
- To deal with each incident of bullying as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children displaying bullying behaviour to change their attitudes and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of our community feel responsible for helping to reduce bullying.

#### **The objectives of our anti-bullying policy**

- To maintain and develop effective listening systems for children, and staff within Eardisley CE Primary School;
- To involve all staff in dealing with incidents of bullying effectively and promptly;
- To equip all staff with the skills and information necessary to deal with incidents of bullying;
- To involve the wider school/ community (e.g. midday supervisors, part-time staff/volunteers) in dealing effectively with, and if necessary referring, bullying incidents;
- To communicate with parents and the wider school community effectively on the subject of bullying;
- To acknowledge the key role of every staff member in dealing with incidents of bullying;
- To ensure that all incidents of bullying are recorded and appropriate use is

made of the information, where appropriate sharing it with relevant organisations;

- To promote emotional health and wellbeing across the whole school and for all members of our community to role-model this in all situations.

## **Practice and Procedures**

### **What we do to prevent bullying**

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach. All staff are:

- Supportive of each other;
- Provide positive role models;
- Convey a clear understanding that we disapprove of unacceptable behaviour;
- Clear that we all follow the ground-rules and values of Eardisley CE Primary School;
- Fully involved in the development of the anti-bullying policy and support anti-bullying practice;
- Support each other in the implementation of this policy.

All members of the school community are expected to report incidents of bullying.

**All Staff** have a vital role to play as they are at the forefront of behaviour management and supporting children's sense of well-being. They have the closest knowledge of the children in their care, and should build up a relationship involving mutual support, trust and respect. Staff have agreed to:

- Provide children with a values-based framework of behaviour
- Emphasise and behave in a respectful and caring manner to children and colleagues, to set a good tone and help create a positive atmosphere
- Raise awareness of bullying through assemblies, activities, stories, role-play, discussion, peer support, school/children's council, PSHE etc.
- Through the head teacher, keep the governing body well informed regarding issues concerning behaviour management

**Governors** have a duty to:

Be fully informed on matters concerning anti-bullying

Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy

Identify one governor to lead on anti-bullying within school leadership

### **Dealing with an Incident**

Whenever a bullying incident is discovered, the school will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved. The school community need to be made aware that when a bullying incident has come to the attention of adults in the school, it has been taken seriously and action has resulted.

Eardisley CE Primary School expects to support all involved by:

- Talking the incident through with all parties involved
- Supporting the person who has been bullied to express their feelings
- Supporting the person displaying the bullying behaviour to express their

feelings Discussing which rule(s) have been broken Discussing strategies for making amends

- Measures will be in line with the Eardisley CE Primary School behaviour and discipline policy, and may include:
- Explanation why the inappropriate behaviour is unacceptable
- Reparation of damaged relationships
- Time away from an activity
- Meeting with staff, parent and child
- Missing another activity
- Formal letter home from the head teacher expressing concerns
- Time out from the classroom
- Pastoral support plan
- Fixed term exclusion
- Permanent exclusion
- Safeguarding procedures will be followed when child protection concerns arise.

### **Recording**

#### **Reacting to a specific incident**

All incidents, [either in or out of class] will be recorded by the school.

The Headteacher will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents of all children/young people involved will be informed of what has happened, and how it has been dealt with.

All discussions and actions relating to the incident/investigation will be documented and added to the incident log.

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Through the development and implementation of this policy, Eardisley CE Primary School trusts that all children, parents/carers and staff will:

- Know who can be contacted if they have any concerns about bullying.
- Feel supported in reporting incidents of bullying.
- Be reassured that action regarding bullying will take place.
- Feel confident that everything is being done to make Eardisley CE Primary School a safe and secure environment.