



ANTI-BULLYING POLICY

School Aims:

Based upon our philosophy, our aims are:

- To be able to appreciate the Christian way of life;
- .to be able to interact co-operatively with others through work and play;
- To provide a broad and balanced curriculum for all children;
- To provide a stimulating and rich learning environment through quality teaching and a high level of resourcing;
- To seek to know and to understand children individually and develop the broad range of their academic, practical and social skills;
- To set high academic standards through challenging targets;
- To set individual targets for children (with individual support if necessary) thus providing effective learning for all children;
- To create constructive and effective links with home and the wider community;
- To develop the talents, potential and uniqueness of each individual thus preparing pupils to become good citizens for the future;
- To provide a warm, happy family atmosphere at Bishop Cornish School.

Bishop Cornish School Motto is: *'Esteem and Educate Every Child'*

General policy statement:

All staff, governors, volunteer helpers, students and visitors need to give due regard to all of the policies and practices adopted by the school. Whilst it is acknowledged that people other than staff cannot be expected to read every policy before a visit to the school, it may be that further guidelines are necessary in addition to the Visitors' Booklet which people are given upon arrival. All staff carry responsibility for the welfare and success of the children in our school. Staff will advise anyone who is working alongside us of the necessary protocols, procedures and policies we follow.

Rationale

The purpose of this policy is to promote a climate of zero tolerance towards bullying at Bishop Cornish School. Our school clearly states that all forms of bullying and discrimination are unacceptable and will not be tolerated. This policy sets out the actions taken by the school to address bullying and discriminatory incidents and we submit data regarding these incidents to the Local Authority.

Definition

We define bullying as all forms of persistent physical aggression and verbal abuse.

Bullying can be:

- Physical (hitting or pushing)
- Verbal (saying things about people)
- Emotional (doing things to make people feel bad like leaving people out)
- Prejudice-related (because someone has a different skin colour or background, is lesbian or gay or has a disability)
- Sexual (touching someone in a way they don't like or saying things)
- Written (sending notes or graffiti)
- Cyber (bullying that happens on the internet or on a mobile phone)

Bullying affects everyone in our school. It can make the victim feel hurt and destroy self-esteem. Children who use bullying behaviour themselves can also be hurting, and need our help and support to behave differently.

We know that it is really important for bullying to be dealt with quickly. This is because we know how damaging bullying can be if it continues for a long time.

We do not tolerate any of the above forms of bullying. Therefore, all incidents of unacceptable and bullying behaviour will be recorded and an agreed range of graded sanctions will be applied to demonstrate to the individuals involved how seriously we take the matter. Parents will be informed of all serious incidents by standard letter. Any child who uses bullying behaviour will be provided with support and guidance to encourage acceptable forms of behaviour.

At all times, we stress that it is the bullying behaviour that is unacceptable and not the person him/herself.

Reporting and Recording Bullying

We cannot deal with bullying if we do not know it is happening. When a parent or child tells us about bullying we will always take it seriously.

All reports of bullying should be passed to the Senior Leadership team. They may decide to deal with the problem themselves or to ask another member of staff.

The school will keep a record of what happened, who was involved and what was done to try and sort the situation out.

The Anti-Bullying/Equality and Diversity Co-ordinator will ensure the information held in this log is sent to the Local Authority via SIMs.

Sanctions

Sanctions to deal with incidents of bullying will take the following form:-

First incident:

- A verbal warning that behaviour is verging on bullying, loss of playtime or part of Golden Time or other privileges and standard notification to parents.

Subsequent incidents:

- Loss of entire Golden Time or other privilege. Parents notified.
- Loss of playtimes for a week and parents asked to come to school to discuss problem.
(At this point, advice from other agencies such as Educational Psychologist / Emotional and Behavioural Disorders Advisor/Anti-Bullying in Cornwall service may be sought).
- Attend supervised play lunchtime club.
- Internal Exclusion.
- Exclusion from school at lunch times for a week, plus possible loss of any privileges that are coming up in the near future (trips, school camp, etc.)
- Fixed term exclusion from school
- Permanent exclusion from school

How we will reduce bullying

We will make lots of opportunities for children to think about how people are different and how this is a positive thing, not something to be afraid of.

We will help children to build self-esteem and feel happy about being themselves.

We make sure that the adults in the school set a good example by behaving in a caring and considerate way.

We will make sure all children know what bullying is and what it looks like. We will tell all children that prejudice related bullying is wrong during Anti-bullying week and at least once a term. We will always challenge children who use the words such as 'gay' to mean things they don't like e.g. 'those trainers are so gay'. We will always challenge any instance of discriminatory language or behaviour.

We will encourage all the children to tell an adult if they are worried about bullying.

We will have posters and booklets in key places around the school so that children can get help elsewhere if they can't talk to an adult in school (e.g. Child-line, Cyber Mentors). We will make children aware that cyber-bullying is unacceptable and promote Internet Safety annually.

We will work with the Anti-Bullying in Cornwall Service in cases where children and adults feel they need extra support.

Other strategies to reinforce the school's expectations

- Our School Rules and Golden Time
- Team points, reward stickers
- Weekly certificates and cups in Achievers Assembly
- Circle Time sessions
- School Council with two representatives from each class
- Playground buddies
- Friendship Stops on playground
- Workshops for parents and children in how to deal with bullying

Involvement of pupils

The children were asked for their thoughts and contributions at the time of the original policy formulation. These contributions were made at class level, through discussions in Circle Time and at School Council meetings.

Checking this scheme is working

This policy must be monitored to make sure it is working. The Headteacher has the overall responsibility for this, but parents and children will be able to comment in the annual questionnaire.

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