



Bishop Cornish CEVA School

Anti-Bullying Policy

February 2019

School Aims:

Based upon our philosophy, our aims are:

1. To embrace and nurture everyone in a Christian environment; to develop a living Christian faith and to be able to appreciate the Christian way of life.
2. To inspire and develop the talents, passions and uniqueness of every child, member of staff and member of whole school family.
3. To guide and mould each child to aspire to their God given potential.
4. To ensure the children in our care become confident, creative, responsible and resilient young people who have a love of life, a sense of responsibility and developing independence.
5. To provide a stimulating, creative, meaningful and exciting curriculum which is rich and vibrant in music, the arts and outdoor learning.
6. To see, to know, to understand and to inspire all children individually and develop and nurture their love of lifelong learning.
7. To serve our children, our families, each other and the wider community as called to, in the Gospels, by Jesus Christ.
8. To be Christian role models, inspiring the children and their families to show forgiveness, truth, compassion and love.

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. 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 behaviour that is repeated, habitual and intended to hurt someone either physically or emotionally and can be aimed at certain groups based on race, religion, gender or sexual orientation (DfE.) It can be associated with an imbalance of power, either social or physical.

Bullying can be:

- Physical (hitting or pushing)
- Verbal (saying things about people/teasing/name calling)
- 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 in a 'Bullying Log' 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 a meeting with the class teacher or headteacher. 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 class teacher/head will keep a record of what happened, who was involved and what was done to try and sort the situation out.

The Headteacher will ensure the information is held in a log.

Incidents of bullying are reported termly to Governors via the Headteacher's Report.

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 other privileges and standard notification to parents.

Subsequent incidents:

- Loss of entire 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.
- For exceptional and serious cases a Fixed term exclusion from school
- For repeated exceptional and serious cases a 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 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
- Team points, reward stickers
- Weekly certificates and cups in Achievers Assembly
- Circle Time sessions / RTime
- 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.

Reviewed and revised: February 2019

Next review: February 2020