



CUDHAM CHURCH of ENGLAND SCHOOL

AQUINAS Church of England Education Trust “Life - Transforming – Learning”

Policy Title:	Anti-Bullying
LT Responsibility:	Geraldine Shackleton – Headteacher
Review Body:	Laura Pearson – Trust Improvement Partner
Date:	December 2019
Review:	December 2021

Together we aim believe and achieve

At Cudham CE Primary School we want the very best for the children in our care so that they flourish in our Christian community and realise their potential. We strive to provide an enriching environment where each child will be happy, thrive and succeed.

The academy acknowledges its responsibility to eliminate racial, age, disability, gender or sexual orientation discrimination, harassment and victimisation and promote positive attitudes towards and between disabled persons, persons of different racial groups and genders, and sexual orientation. We aim to promote tolerance and challenge discrimination, harassment or victimisation within the school community including that which may result from association with others or perceived characteristics of individuals, even if these characteristics are mistaken.

The academy follows the Church of England’s guidance (2017) on challenging homophobic, biphobic and transphobic bullying and promotes positive behaviour in relation to sexual orientation. Incidences of racist, homophobic, biphobic and transphobic bullying are reported to the Aquinas Church of England Education Trust on a half termly basis

Context

We have defined bullying as deliberately hurtful behaviour repeated over a period of time, which may be verbal (including racism), physical, social or psychological. STOP = Several Times On Purpose.

What we as a school can do to stop bullying

Be a ‘telling school’ where anyone who sees bullying, or has it done to them, tells an adult.

Inform the parents/carers of the bully of what has been happening.

Make the punishments for bullying known to all the children.

Show all the children how to walk away from a bully.

The ‘no blame approach’

This approach is used as a method of dealing with the rare incidences of bullying that occur. Using this method, the bullying is the focus not the bully. The no-blame approach adopts a seven-step response to incidents of bullying:

The teacher interviews the pupil who has been bullied.

The teacher convenes a meeting with the people involved.

The teacher explains the problem.

The group shares the responsibility. The teacher asks the group for their ideas.

The teacher leaves it up to them to implement.

The teacher meets with the group, after a few days, to review the progress made.

The teacher will decide who, at this stage, needs to be informed.



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What additional punishments will there be if the no-blame approach does not work?

The bully will be placed on a behaviour contract and the parents notified. The bully risks a fixed-term exclusion if the bullying continues.

What should pupils do if they think they are being bullied?

Tell someone – it could be their teacher, parent/carer or any other adult in school.

What should the pupils tell an adult?

Who has been bullying you?

How long has this been going on?

How many times has this happened to you?

Has anyone seen this happen? If so, who?

Has anyone else been bullied by the same person?

Have you told anyone else about this before?

Was anything done about it?

Have you done anything unhelpful that has not helped the situation?

What should a pupil do if they witness bullying?

Tell an adult in school.

Inform a school council representative who will then inform an adult without delay.

What should pupils do if their friend is taken away by somebody else?

Ask them why they have taken their friend in a polite way.

Tell someone (a teacher, midday supervisor or a school council member).

Ignore them and play with someone else if you can.

What action will our school take?

The school will always make its first priority the immediate physical safety of our pupils.

The responsible adult/teacher will lead the 'no blame' sessions – following carefully the procedures that are laid down.

The head teacher will inform parents and/or carers of the facts so far established and what has been done so far.

The parents and/or carers will be asked to meet with the head teacher separately. In some cases, the Chair of the Advisory Council may also be invited to attend.

If the 'no-blame' approach does not work a meeting will be called where both parents and/or carers meet with the head teacher to discuss the way forward (after a potential fixed term exclusion).

If any agreed strategy then breaks down, a permanent exclusion may be made (the chair of the Advisory Council taking no part in the ensuing pupil discipline and/or appeal hearings except as a witness).

What should parents do about bullying?

Inform our school if they think their child is being bullied or is bullying other children. Try to establish the facts and keep an open mind. The symptoms at home of children being bullied or who are bullying can sometimes be very similar. With older children it might be useful to refer to this policy and the home-school agreement. With all children, parents and/or carers should talk about the problems of bullying with their child.

Important information about bullying

The nature of bullying changes as pupils grow older, and can become subtler.

Most bullying is not physical, or direct. Children identify emotional and social forms of bullying as most hurtful.



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Bullying exists in all ages, social, ethnic and gender groups and in both urban and rural settings.

Most bullying is between children of the same ages.

Those who witness bullying are as deeply affected as those who are directly bullied.

Children follow examples. If home life does not offer a secure and safe environment and they frequently see aggressive behaviour between adults and towards themselves they will tend to adopt aggressive behaviour patterns themselves.

Further information

Further information, advice and guidance can be sought independently of the school at:

www.anti-bullyingalliance.org.uk

www.kidscape.org.uk

Review

The Advisory Council, Trust Improvement Partner, Headteacher, staff and pupils view bullying as a very serious impairment of our school's normal work and life, even though incidents are very small in number. They will therefore keep this policy under regular review with a report to the Advisory Council at least once a year. The pupil discipline committee, who will hear any parental objections to fixed and permanent exclusion, will discuss individual incidents.

DATA PROTECTION

Cudham CE Primary School [The Academy] processes personal data in accordance with the data protection principles embodied in the General Data Protection Regulations (GDPR) and the Data Protection Act 2018. The Academy complies with the requirements of the data protection legislation as detailed in the Trust Data Protection Policy.

All staff are aware of the principles of data protection and will not process personal data unless necessary. The Academy safeguards the personal data it collects through the operation of the Trust's data protection policy and processes and the IT policy. In addition, the Academy has taken steps to ensure that all its contracts that process data have the GDPR compliant provisions.