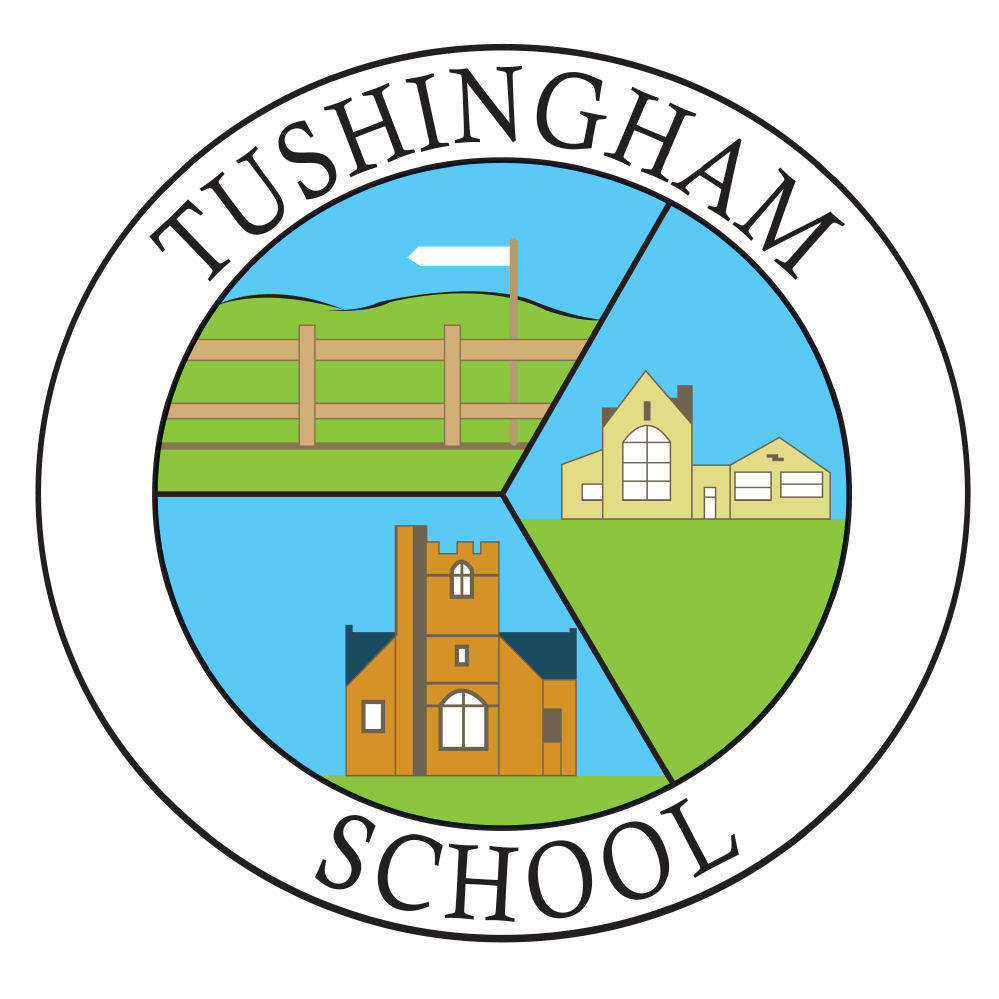
**Anti-Bullying Policy**



**Tushingham with Grindley CE Primary School**

*Tushingham, Whitchurch, Cheshire. SY13 4QS*

**1 John 4:7 Let us love one another, for love is from God**

Learning together and worshipping together

\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_\_

**Reviewed**: March 2024

**Review date**: March 2025

Executive Head Teacher: Cathy Davies

Chair of Governors: Jannine Davies

***Vision Statement:***

***1 John 4:7 Let us love one another, for love is from God***

***Learning together and worshipping together***

**At Tushingham we ensure every child has a loving, caring environment, where they always feel safe, respected and valued. Encouraged by a supportive family ethos and Christian worship which teaches of God’s, unconditional never-ending love, Tushingham pupils are determined, ambitious learners, each feeling nurtured as they strive to fulfil their potential. Our Christian ethos and curriculum are interwoven so as to teach children empathy and compassion for others, alongside knowledge, thoughts, actions and attitudes for themselves, so that they are guided to make a positive impact in the world, both now and in the future.**

Tushingham C of E Primary School is thus committed to providing every pupil with a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying of any form is not tolerated in our school. Staff, children and parents or carers share this expectation. We therefore have clear strategies for preventing, countering and responding to bullying which are laid out in this policy.

**Aims of this Policy**

* The School Community (pupils, staff, parents, governors) should work in co-operation
* to maintain an anti-bullying ethos in the school.
* Pupils and adults should realise that bullying behaviour is not acceptable and will not be tolerated.
* Pupils and adults should feel willing to report bullying behaviour, confident that they will be listened to, and action taken to remedy the situation.

**Objectives of this Policy**

* To ensure that everyone in the school community has an understanding of what bullying is and that any incidences of bullying will be dealt efficiently and effectively
* To ensure staff understand their role in preventing and responding where a child experiences abuse or bullying from another child
* Set out procedures for preventing bullying
* Set out the procedures for dealing with bullying promptly and consistently
* Provide understanding and support for bullied pupils
* Support the pupils who show bullying behaviour to modify their behaviour
* Help build an anti-bullying ethos in the school

**What is Bullying ?**

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others. This is expressed to the children as ‘The Tushingham way’, our School Vision statement and our Core Christian Values ( see behaviour policy).

Bullying is defined as “The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face to face or online” ( <http://www.anti-bullyingalliance.org.uk/>)

At Tushingham with Grindley CE Primary School we help children to understand that bullying is not when they fall out with their friends and find them being mean or unkind on one particular occasion, but that it is when this type of behaviour happens persistently, there’s an intent to cause harm and an unacceptable abuse of power.

**Procedure:**

**Any incident of bullying or perceived bullying will be followed up using the procedure set out below:**

1. Anyone child who feels that bullying is happening, is actively encouraged to tell a member of staff or adult they trust, at the first opportunity. The incident will be dealt with initially, by the member of staff informed and then reported to the child’s class teacher.
2. The class teacher will discuss the incident with all pupils involved, record on CPOMs what has occurred and follow up the actions agreed, including speaking to parents/carers
3. The child displaying bullying behaviour will be asked to genuinely apologise but staff will then work together to support the bully in modifying their behaviour by using a trauma informed approach
4. Staff will ensure the victim is reassured
5. The school will encourage the pupils to reconcile whenever possible
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
7. If incidents continue to occur Head of school /Executive Headteacher will speak to the pupil, who is continuing the abuse, and their parents so that actions can be agreed to stop the bullying.

**Prevention:**

We will use various methods for helping children to prevent bullying.

This will include:

* Using every opportunity to reinforce the Vision and Values of the school
* Explore the issue of Bullying whenever possible in the curriculum but particularly in PSHE and during worship and assemblies.
* Children encouraged to be assertive and tell other
* Help children to understand that if they are a by-stander to unkind behaviour /bullying they need to act to support the victim
* Provide information through notice boards, posters, VIVA led assemblies on the topic of anti-bullying.
* Provide support through TA’s actively developing playtime buddying and friendship group support during breaktimes, which is followed up in ELSA sessions where needed.
* The anti-bullying policy works alongside the behaviour policy. This is discussed with the children in class so they are informed of the procedures
* Where cyberbullying is concerned, pupils taught how to stay safe online and parents are encourages to check what their children are doing online and using parental controls on their computer and online devices

**Homophobic, Biphobic and Transphobic Bullying**

Sometimes pupils who don’t conform to gender stereotypes experience homophobic, biphobic and transphobic language, simply because they like activities or dress in ways that don’t fit with others’ views about ‘what boys are like’ or ‘what girls are like’. At Tushingham we challenge all negative language, including homophobic, biphobic and transphobic language so that everyone feels comfortable and happy to be who they are without fear of ridicule or experiencing discrimination from others and consider it verbally abuse or verbal bullying if used repeatedly. Thus, we would follow the anti-bullying procedure in response to such incidents.

**Cyber-bullying**

Cyber bullying is the use of Information and Communications Technology (ICT) to deliberately upset someone else.

For example:

• Sending nasty or threatening text messages

• Sending horrible photos or video clips of someone to other people

• Sending threatening or upsetting messages to someone in a chat room or through instant

messaging

Again at Tushingham we would follow the procedures laid out in this policy in response to reports of cyber bullying, involving parents immediately where the bullying has originated from home devices.

**Supporting Organisations and Guidance**

* Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
* Beat Bullying: www.beatbullying.org
* Childline: www.childline.org.uk
* DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014: https://www.gov.uk/government/publications/preventing-and-tackling-bullying
* DfE: “No health without mental health”: https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy
* Family Lives: www.familylives.org.uk
* Kidscape: www.kidscape.org.uk
* MindEd: www.minded.org.uk
* NSPCC: www.nspcc.org.uk
* PSHE Association: www.pshe-association.org.uk
* Restorative Justice Council: www.restorativejustice.org.uk
* The Diana Award: www.diana-award.org.uk
* Victim Support: www.victimsupport.org.uk
* Young Minds: www.youngminds.org.uk
* Young Carers: www.youngcarers.net
* **Cyberbullying**
* Childnet International: www.childnet.com
* Digizen: www.digizen.org
* Internet Watch Foundation: www.iwf.org.uk
* Think U Know: www.thinkuknow.co.uk
* UK Safer Internet Centre: www.saferinternet.org.uk
* **LGBT**
* EACH: www.eachaction.org.uk
* Pace: www.pacehealth.org.uk
* Schools Out: www.schools-out.org.uk
* Stonewall: www.stonewall.org.uk
* **SEND**
* Changing Faces: www.changingfaces.org.uk
* Mencap: www.mencap.org.uk
* DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>
* <https://www.specialneedsjungle.com/keeping-children-with-send-from-getting-lost-in-digital-space/>
* **Racism and Hate**
* Anne Frank Trust: www.annefrank.org.uk
* Kick it Out: www.kickitout.org
* Report it: www.report-it.org.uk
* Stop Hate: www.stophateuk.org
* Show Racism the Red Card: www.srtrc.org/educational