



Anti Bullying Policy

This policy should be read alongside our Behaviour Policy and Mental Health and Wellbeing

This policy was last revised and adopted by the Governing Board in: September 2022

After each revision the policy is circulated to all Governors, school staff and displayed in the staff room and on the school website.

The policy is to be reviewed by the Governing Board in: 2025

School Mission Statement

Jarrow Cross Church of England Primary School provides a caring, Christian environment where EVERYONE is welcome and given the opportunity to develop their full potential

Introduction

At Jarrow Cross Church of England Primary School we understand the curriculum to be all of the learning and other experiences that we plan for our pupils. We aim to make this a broad, balanced, inclusive and progressive curriculum that will allow our pupils to achieve their full potential and prepare them for life after the primary school.

The Governors of the school are very clear that everyone has the right to feel safe, feel special and have their needs met. This intent is clearly reflected throughout our curriculum. Therefore, our Anti Bullying Policy reflects the deeper, important social and emotional learning that each child needs to develop both personally and within our community. As a Church school and also which has taken on the Thrive approach we aim to continually deepen our understanding of how social and emotional learning develops and can be supported. We recognise this is the core to our work at school.

Rational

Every pupil at Jarrow Cross C of E Primary School has the right to be able to attend school without fear of any act of bullying. We recognise good behaviour occurs in an environment where all people are valued for their contribution and where everyone has a sense of responsibility and shared values. It is crucial that all members of a school community recognise the importance of creating a secure and stimulating environment, where there are clear, agreed expectations of behaviour. The development of an accepted school culture is important for the achievement of all the schools aims, especially if the school is to play a major role in the preparation of pupils for the responsibilities, opportunities and experiences of adult life.

The Governors have a high level of expectation regarding behaviour and the special Christian nature of our school ensures that all persons are required to put Christian principles into practice. Based on the Christian Faith we believe there is no justification for homophobic or racist behaviour and language and this will not be tolerated in our church school.

The policy for Anti Bullying is the statement of the principles that underpin what we do at Jarrow Cross Church of England Primary School and allows us to give cohesion and continuity to life in and out of school. It was written reflecting the aims of The Church of England Valuing All God's Children document.

Aims

The aims of the Anti Bullying Policy at Jarrow Cross Church of England Primary School are:

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Responsibility -

We regard bullying as particularly serious and always take firm action against it.

We encourage children to work against it and to report any incidents of bullying.

Bullying can be physical, verbal or emotional by a single person or a gang.

(We acknowledge that to allow or condone bullying may lead to consideration under child protection procedures.)

The nature of bullying can be

- Name calling (including homophobic language)
- Malicious gossip
- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Pinching /kicking
- Jostling
- Teasing
- Intimidation
- Extortion
- Ostracising
- Damaging school work and equipment

Bullying can be based on any of the following things

- Race/Sex/Class/Sexual orientation
- New child in school
- Child with a family crisis
- Special Educational Needs (SEN) or disability
- Culture
- Gender
- Gender identity
- Appearance or health conditions
- Religion or belief

Reasons for being a bully may be:

- Victim of violence
- Enjoyment of power/creating fear
- Copying behaviour at home or on TV.
- Jealousy
- Attention seeking
- Insecurity

It occurs in children from all backgrounds, cultures, races, sexes, from Nursery to adult.

Early signs of distress

- Withdrawn
- Deterioration of work
- Spurious illnesses
- Isolation
- Desire to remain with adults
- Erratic attendance
- General unhappiness/anxiety/fear
- Late arrivals
- Bed wetting

Framework for anti-bullying campaign

Prevention is better than cure so as a school we : -

1. Encourage the caring and nurturing side of children
2. Work for a caring, co-operative ethos (buddies, paired, group work)
3. Discuss friendships
4. Ensure adequate supervision in playgrounds
5. Positively encourage caring and discourage bullying

Recognise difference between:

Bullying/Bossiness and Bullying/Boisterous Behaviour

Bullying	Bossiness
Focussed on sometimes smaller and timid children increasingly relying on threat and force.	Bossing whoever is around at the time.
Wilful conscious desire to hurt,	Usually grows out of it as they mature

threaten and frighten. Play spoiling other children's activities, showing violence and hostility. Rough intimidating behaviour.	and learn social skills. More natural uncontrolled -not vindictive - high spirits, not unfriendly.
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School Strategies to prevent and tackle bullying

- The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self- confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

Responding to Bullying

1. Staff will record the bullying on an incident reporting form.
2. Designated school staff will monitor incident reporting forms and report onto CPOMS
- 3 Reported to Governors
- 3 Support will be offered to the target of the bullying from appropriate staff.
5. Staff will proactively respond to the bully who may require support.
6. Staff will assess whether parents and carers need to be involved.
7. Staff will assess whether any other authorities (such as police or local authority) need to be involve eg in the case of racist bullying.

Formal Procedure for Complaints

For all staff – Part-time and Full-time

1. All complaints to go to Class teacher, assigned person, Deputy Head and Head Teacher.
2. Record all incidents and discussions with all children involved.

3. Involve parents and explain action taken, why and what they can do to reinforce and support.

If further action is required: -

4. Report to Governors.
5. Official complaints procedure - LEA.

Presented and approved by Governors - September 2019