



## ANTI-BULLYING POLICY

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| <b>Approval Date:</b> | <b>Autumn 2021</b> |
| <b>Review Date:</b>   | <b>Autumn 2023</b> |

### [2 Timothy 1:7](#)

For God gave us a spirit not of fear but of power and love and self-control.

At Churchfields School we regard bullying as particularly serious and take firm action against it. We encourage children, parents and staff to work against it and report any incidents of bullying.

At Churchfields School we define bullying as the intentional physical or emotional hurting of one person by another, where the relationship involves an imbalance of power. It is usually repetitive or persistent, although some one off attacks can have a continuing harmful effect on the victim (Definition taken from the [Anti-Bullying Alliance](#)).

All bullying is psychologically harmful and can take the form of physical assault, verbal threats and taunting and harm to personal equipment. Bullying can include communication through the use of computers and mobile technology.

Bullying includes, not is not limited to, cyberbullying, prejudice-based and discriminatory bullying.

**Aims – At Churchfields School we aim to:**

- Protect every person's right to feel supported and valued within the school environment.
- Ensure that our school community is secure in the knowledge that all reported or discovered incidents will be dealt with promptly.
- Be aware of the 'bullying hotspots' around our school and take measures to ensure these are supervised.
- Promote ways to deal with bullying issues.
- Support anti bullying initiatives and display Child line posters in public places.

**Objectives - At Churchfields School we will encourage:**

- Adults and children to understand that if they are experiencing bullying themselves or are aware of bullying themselves, it is important and right to tell someone about their fears and concerns.
- All staff to be aware that bullying can take place in our school.
- Adults and children to be aware that bullying can be physical, verbal, emotional or cyber based by a single person or group *and usually takes place over a period of time. All incidents of unkindness or anti-social behaviour will be acted upon and dealt with independently.*
- School Council to take an active role in addressing bullying. Members were fully involved in the review of this policy and suggested being extra 'eyes and ears' both inside the school and on the playgrounds, particularly in the 'bullying hotspots', challenging and reporting bullying in all its forms.
- Education will be carried out through PSHEE lessons and assemblies specifically, and throughout the school day generally as appropriate.

**Incidents of bullying can include:**

- Name calling
- Malicious gossip
- Damaging or stealing property
- Coercion into acts they do not wish to do
- Violence and assault
- Jostling
- Teasing
- Intimidation
- Extortion
- Ostracising

## **POLICY & PROCEDURE**

- Damaging school work and equipment
- Making threats
- Excluding people from groups
- Deliberately ignoring
- Cyber bullying (text message bullying, chat room bullying, email bullying)

### **Approach and Organisation**

All reported incidents of bullying will be shared with staff at the earliest opportunity. Staff should be vigilant for signs of bullying by noting when a person exhibits:

- Changes in normal behaviour.
- Signs of withdrawal or friendlessness.
- Not wanting to go into the playground.
- Not wanting to come to school.
- Feigning illness.
- Experiencing sleeplessness or anxiety.
- Being unable to concentrate.
- Physical abuse.

### **Procedure for Complaints**

Staff will take seriously all reported acts of bullying, referring them to a member of the Senior Leadership Team (SLT) at the earliest opportunity. All reported acts of bullying will be followed up as soon as possible and appropriate action taken, which would range from informal talks with the participants to exclusion by the Governing Body in extreme cases. The headteacher will assess each incident and decide whether its seriousness warrants the formal intervention of parents, or in the case of adults, friends of those affected by bullying.

In the case of children, once parents have been informed, there will be opportunities for them to meet with the class teacher/headteacher to discuss the matter and become involved in working towards a positive conclusion.

With regards to sexual violence and sexual harassment, peer on peer abuse is dealt with as a safeguarding issue and recorded as such.

If the case of an adult feeling bullied arises, the governors should be kept informed and be involved in mediation if necessary. All discussions will be recorded in an incident recording book held by the headteacher.

This policy should be read in conjunction with the Behaviour Policy and Safeguarding and Child Protection Policy.

*Churchfields, the Village School*

**Children's Anti Bullying Policy.**

**At our school everyone has an important part to play in stopping bullying happening.**

**Are you a bully?**

**Do you ever do any of these?**

**PHYSICAL BULLYING** – hitting and hurting others.

**VERBAL BULLYING** – name calling and teasing others.

**INDIRECT BULLYING** – excluding people from playing with you.

**CYBER Bullying** – sending unpleasant texts and emails.

Each of these can cause distress and unhappiness. The following will give you advice on how to stop bullying and how to support others who are being bullied.

**Support for Pupils who Experience Bullying**

If you are being bullied

- Get away from the situation as quickly as possible. Tell the bullies to 'Stop, I don't like it!'.
- Try to stay calm and look as confident as you can.
- Do not react to them.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.
- Tell an adult or somebody you trust what has happened straight away.

**After you have been bullied**

- Tell a teacher or another adult you trust within school.
- Tell your family.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.
- Don't blame yourself for what has happened

When you are talking to an adult about bullying be clear about

- What has happened to you?
- How often it has happened
- Who was involved?
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

If you experience bullying by mobile phone text messages or e-mail

- Tell a friend, parent or teacher.
- Save the messages
- Make a note of exactly when a threatening message was sent.
- Be careful who you give your mobile phone number or e-mail address to.

*Churchfields, the Village School*

**Anti-Bullying policy.**

**INFORMATION FOR PARENTS.**

**What to do..... if your child is being bullied.**

Talk calmly with your child about his/her experience.

Make a note about what he/she says.

Reassure your child that he/she has done the right thing.

Speak to your child's teacher.

Explain that further incidents should be reported to a teacher as soon as possible.

Explain the problem to a teacher.

**What to do..... in a meeting with a teacher.**

Stay calm.

Be specific.

Make a note of agreed actions by the school, your child and yourself.

Stay in touch with the school.

**What to do.....if your child is bullying others.**

Talk with your child and explain that his/her behaviour is unacceptable.

Make an appointment with your child's class teacher.

Check progress regularly.

Give your child lots of praise when he/she is co-operative or helpful.