Anti-Bullying Policy

School Statement on bullying

_Aiming for excellence through working together in a Christian environment._

At All Saints’ we work together, valuing individuals, aiming for excellence by guiding our children in a safe, caring, Christian environment.

Our All Saints’ family aims to nurture all children following Jesus’ teaching, ‘Go Givers’ curriculum and through the teaching and celebration of our Christian Values. We aim to inspire children and help them become positive members of the wider community, now and in the future.

- All Saints’ is a Church of England Primary School within the London Borough of Merton and the Southwark Diocese. It is closely linked with All Saints’ Church which lies at the centre of our split-campus school.

- We aim to enable children to develop the personal skills in order to develop and maintain positive relationships with their peers and adults.

- We aim to develop tolerance in our school, so it is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. We recognise diversity, however everyone at our school is equal and treats each other with respect and kindness.

Aims and purpose of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassments or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity are celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in the 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school’s approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

For further information see Behaviour Policy and Equality Policy.
1. Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The STOP acronym can be applied to define bullying – Several Times On Purpose. The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.

- **Attacking property** – such as damaging, stealing or hiding someone’s possessions.

- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.

- **Psychological** – such as deliberately excluding or ignoring people.

- **Cyber** – such as using text, email or social media to write or say hurtful things about someone.

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health condition**
- **Related to home or other personal situation**
- **Related to another vulnerable group of people** e.g. travelling families

No form of bullying will be tolerated and all incidents will be taken seriously.

2. Reporting bullying

**PUPILS WHO ARE BEING BULLIED**: If a pupil is being bullied they are encouraged to not retaliate, but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:
• Report to a teacher – their class teacher, or any other teacher.
• Tell any other adult staff in school – such as lunch time supervisor, Learning Support Assistants or the school office.
• Tell an adult at home.
• Report through ‘Worry Boxes’ or the TAMHS drop-in box (Yr 5 and 6 pupils).
• Call Child Line to speak with someone in confidence on 0800 1111

Reporting – roles and responsibilities

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers, librarians) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school’s measure to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. The following staff members are anti-bullying leads: Miss Claire Wade, Mrs Charlotte Mumme and Miss Kelly Reed.

SENIOR STAFF: The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people. In addition to designate anti-bullying leads: Mr Andrew Park, Mrs Angela Filsell, Miss Hannah Clarke and Mrs Helen Kent.

PARENTS AND CARERS: Parents and careers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their children not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff, being the class teacher in the first instance.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victims and, if possible, help them to tell a trusted adult.

3. Responding to bullying

When bullying has been reported, the following actions will be taken:

• Teaching staff will record any bullying incidents reported by parents/carers on a ‘Parents Meeting Form’, which are passed on to SLT immediately.

• SLT members are to record the bullying on an incident reporting form and also record the incident centrally on the Pupil Database (admin server).

• Mr Andrew Park (HT) and Mrs Angela Filsell (DHT) staff will monitor parent and incident reporting forms and information recorded on the Pupil Database analysing and evaluating the results. This information will be shared termly with the Governing Body.
• All staff will offer support to the target of the bullying in discussion with the pupil’s class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.

• All staff will pro-actively respond to the bully who may require support. They will discuss with the target’s class teacher to devise a plan of action.

• Staff will decide whether to inform parents or carers and where necessary involve them in any plan of action.

• Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside school.

4. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekend or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupil’s well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

5. Bullying of Staff Members

The categories of bullying apply to staff members working in school. All staff are expected to follow the school’s Code of Conduct, so bullying in the workplace do not happen. Any incidents of concern need to be reported to a member of SLT.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored to SLT and follow up actions and sanctions, if applicable, will be taken for pupils and staff found using such language. All staff are also encouraged to log and record in the casual use of derogatory language to the campus leads (Mrs Helen Kent, Miss Hannah Clarke and Mrs Charlotte Mumme) using informal mechanisms, such as the behaviour log.

6. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This is not only ensures
that all incidents are dealt with accordingly, but also helps to prevent bullying as it enabled targeted anti-bulling interventions.

7. School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- A child-friendly anti-bullying policy ensures all pupils understand and uphold the anti-bullying policy.

- The PSHE Go Givers programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying, as does Circle Time.

- School assemblies help raise pupil’s awareness of bullying and derogatory language.

- Difference and diversity are celebrated across the school through diverse displays e.g. World Faith displays, books and images. The whole school participates in events, such as Friendship Week that incorporates Anti-bullying week and e-safety week.

- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible.

- Stereotypes are challenged by staff and pupils across the school.

- Restorative justice discussions, in line with our behaviour script and policy, provide support to targets of bullying and those who show bullying behaviour.

- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate.

8. Training

The head teacher is responsible for ensuring that all school staff, both teaching and non-teaching (including midday supervisors, caretakers, and librarians) receive regular training on all aspects of the anti-bullying policy.

9. Monitoring and reviewing

The head teacher is responsible for reporting to the Governing Body (and the local authorities where applicable) on how the policy is being enforced and upheld, via the termly report. The
governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.

The policy is reviewed every 12 months, in consultation with the whole school community including staff, pupils, parents, carers and governors.

*Date of last review: 20/1/2017*

*Head teacher and Deputy Head teacher signed:*

*Chair of Governors signed:*