



'Within a caring Christian community we enable every child to flourish and inspire a love of learning in all members of our community'

Friendship and Anti-Bullying Policy

1. Statement of Philosophy

Coombe Bissett Primary School is committed to providing a safe, caring and friendly environment for all staff and pupils. Everyone at our school has the right to feel welcome, secure and happy. Bullying of any kind is unacceptable. We believe it is everybody's responsibility to prevent bullying. This policy contains guidelines to support the prevention of bullying and the actions and systems used to address any bullying incidents. Our aims are to challenge attitudes about bullying behaviour, inform and support the child who is doing the bullying, inform and support the child who is being bullied and build a friendship and anti-bullying ethos throughout the school. We believe it is the responsibility of all stakeholders to uphold this philosophy. This policy has been written by our Friendship and Anti-Bullying Advisory Group and is in line with the Anti-Bullying Alliance Group (organised through Wiltshire County) and the Disability Act 2010.

2. Our Definitions of Bullying

"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 emotional. It can happen face to face or through cyberspace."

(This definition reflects and supports the definition used by the Anti-Bullying Alliance Group and has been discussed and agreed by our Friendship and Anti-Bullying Advisory Group)

Children's definitions of bullying that were taken during the class work in Anti-Bullying Week 2015:

Ash Class- "Bullying is when someone is repeatedly mean to you, physically or emotionally or verbally. Cyber bullying is when this happens in a text, phone calls or on the internet."

Fir Class- "Bullying is when people keep on deliberately picking on you, leaving you out, or hurting your feelings and you feel that you can't stop them."

Elm Class - "A bully is somebody who keeps being mean and does it on purpose. A bully sometimes thinks they feel strong and powerful. A bully may hurt you physically or hurt your feelings."

Oak Class- "A bully is somebody who hurts you, or is unkind to you, or is nasty to you and hurts your feelings all the time."

3. Objectives of this Policy

- To ensure that all Governors, staff, parents/carers, children and adults responsible for school transport and extra curricular activities provided by the School, have an understanding of what bullying is.
- To ensure that all Governors, staff, parents/carers, children and adults responsible for school transport and extra curricular activities provided by the School, know what the school policy is on bullying and what they should do if bullying arises.
- To set out a co-ordinated whole school approach to preventing and tackling bullying both at our school and whilst pupils travel to and from school using County transport.

4. Preventative Strategies

The whole school strategies in place:

- A buddy system is used as part of the school induction process for new pupils starting our school. This includes the new children entering Reception and any other child joining the school in other year groups throughout the year
- All teachers encourage the children to support each other within friendship groups in class
- Anti – Bullying Week is planned for each year and teachers deliver specific work to support Anti – Bullying Week through the class lessons. Resources are used to support the week including stickers and posters. This year, 12th – 16th November 2018, the logo is “Choose Respect.” This message is delivered through Collective Worship and PSHE lessons. Parents are signposted to the Anti-Bullying Alliance web site for more information.
- Our school has a School Council and is representative of all the classes. The School Council are involved with the Anti – Bullying Policy and sometimes have an input into the planning of Anti – Bullying week.
- Reward systems are in place to recognise good social skills. These include team points, stickers, certificates and verbal praise. Collective Worship on a Friday is used to recognise achievements and efforts, both in and out of school, with weekly certificates. This includes parents and friends from the community.
- Staff, children, parents and governors are involved in developing ideas and provision to improve further the safe and friendly environment of our school.

5. Support through the Curriculum

The curriculum opportunities to prevent bullying are found within our Wiltshire PSHE and Citizenship scheme, “Learn 4 Life” and supported by the scheme, “Learning for Living” by Mary Gurney. These schemes provide a spiral curriculum throughout the key stages and includes a theme on Relationships. It is through this particular theme that preventing bullying and teasing is covered. These lessons are planned for as part of the two year cycles in each class and they can also be discreetly used when and where deemed appropriate by the class teacher.

We also use the SEAL materials to support the PSHE curriculum. The SEAL unit on Say No To Bullying is used throughout the school during Anti- Bullying Week and the theme for 2017-2018 is “All Different, All Equal”. It is also used throughout the year by class teachers who may wish to discreetly use an extra resource to support any anti bullying work they wish to do.

Philosophy for Children (P4C) has been recently introduced in all classes and the community of enquiry is used to develop the children’s ability to question, listen to the ideas, beliefs and values of others, change their minds, reason and empathise with each other. The areas of friendship, relationships and bullying can be used within the context of P4C.

Children learn songs with a theme of friendship.

6. Support for Vulnerable Groups

Children and staff who have been bullied or have bullied other people would be provided with opportunities to receive counselling and support from other agencies where necessary. Individual and small group work would be set up by the class teacher through discreet PSHE lessons for children and groups of children who have been affected by bullying or who have bullied, where appropriate.

7. Roles

We believe it is the duty of all members of our school community to prevent and tackle bullying. Governors, pupils, teachers, support staff and parents all have a role to play in the prevention of bullying. Governors are involved in the monitoring and evaluation of anti bullying work, including the Friendship and Anti-Bullying Advisory Group (FABAG). Pupils understand what to do if they are bullied or witness bullying. Teachers understand the procedures for reporting bullying and have read and agreed this policy. Support staff have read and support this policy. They are kept informed about anti - bullying procedures by the PSHE leader and understand the reporting process. Staff meetings are planned for to provide updates and discussions about the prevention of bullying. Parents are represented on the FABAG, and have the opportunity to read this policy which will also be available on the school web site.

8. Procedures

It is important that all staff, pupils and parents report any concerns and are aware of how incidents of bullying should be reported and dealt with. The school procedure is listed below:

- Pupils report bullying incidents ideally to their class teacher or the teacher on duty. If this is not possible they should report it to an adult they feel comfortable with as soon as possible
- Staff report bullying incidents to the Deputy Headteacher, Headteacher or nominated Governor, in the School Whistleblowing Policy
- Parents report bullying incidents to their child's class teacher
- In all cases parents of the child being bullied and of the child bullying will be informed and asked to come into a meeting to discuss the problem
- The bullying behaviour or threats of bullying will be investigated and bullying stopped quickly
- Attempts will be made to help the bully/bullies change their behaviour
- Support will be available for the person being bullied
- In all cases the situation will be monitored by staff to ensure that the bullying has stopped permanently

9. Reporting and Recording Bullying

- All cases of unacceptable behaviour by children, including bullying, are recorded by the Class Teacher in the appropriate Class Behaviour Incident Book. If the incident is reported to a member of staff other than the Class Teacher they must inform the Class Teacher who will then record the incident in the Class Behaviour Incident Book. These can be shared at the weekly staff meetings or earlier when necessary.
- Any alleged incidents involving an adult will be reported to the Headteacher or a Governor, as appropriate
- All reported bullying incidents are logged centrally by the class teacher, Headteacher or Governor using the agreed form. The central logging forms are kept in a red file and locked in a cupboard, in the Ebble Room.

10. Responding to Bullying

- Any bullying incident, including cyber-bullying, homophobic and transphobic bullying, is taken very seriously in our school. The Headteacher and PSHE leader are responsible for the monitoring of any bullying incidents. This includes building in opportunities for staff to share information from their class "Behaviour Incident Book" and checking the central red file in the Ebble Room for repeated logs. All class yellow incident files are checked weekly by the Headteacher or Deputy Headteacher. The red file used for logging incidents of bullying, is checked each week by the Headteacher or Deputy Headteacher.
- Sanctions will be imposed depending on the severity of the bullying incidents. These sanctions are in line with the school's behaviour policy. These sanctions would be applied fairly, proportionately, consistently and reasonably, taking account of any special education needs or disabilities (SEND), that pupils may have and taking into consideration the needs of vulnerable children. In very serious bullying cases our school reserves the right to suspend or expel a child who has been involved in a very serious incident of bullying another child or member of staff.

11. Monitoring and Evaluation

The Headteacher or Deputy Headteacher will monitor the records of bullying in the central red file, kept in the Ebble Room, each week. The Behaviour Incident Books are used as evidence to inform judgements.

This policy was drawn up by the School Friendship and Anti Bullying Advisory Group (FABAG). This group consists of the Headteacher, parents, Governors and the PSHE leader. The School Council is to be used to put this policy into child's language. This policy will be monitored and evaluated by the Headteacher, the PSHE leader and the Governors.

12. Reviewing the Friendship and Anti-Bullying Policy

This policy is reviewed each year. This is led by the Headteacher and PSHE leader who are responsible for overseeing the annual process of consulting on, monitoring and evaluating the Friendship and Anti Bullying Policy.

Other documents to be read in conjunction with this:

Behaviour and Discipline Policy, Home School Partnership, Child Protection Policy, PSHE/P4C Policy, Computing Policy, SEND Policy (written in line with the Disability Act 2010), Young Carers Policy