



**THE PIGGOTT SCHOOL:
CHARVIL PRIMARY**

'...to be a school which inspires and encourages the highest achievement'

ANTI-BULLYING POLICY

Date last reviewed: Summer Term 2020

Responsibility: Deputy Head (Primary) and SMSC and Collective Worship Committee

Review Period: Annually

THIS POLICY WILL HELP THE SCHOOL TO FULFIL ITS AIMS BY:

1. Nurturing a community where all of its members can develop and learn in a safe and secure environment that celebrates and promotes individuality.
2. Helping to protect all members of the community from harmful or abusive behaviour.
3. Addressing bullying behaviour in a positive and constructive way in order to promote acceptance and inclusion rooted in the school's values.

THE OBJECTIVES OF THIS POLICY WILL BE:

1. To create a school community where all individuals are valued, regardless of age, race, wealth, religion or belief, gender or gender identity, sexual identity or disability
2. To create an environment where all staff and students can feel safe, happy and confident to achieve their personal best.
3. To secure a zero tolerance approach to bullying behaviour where all members of the community understand how to report a concern and feel confident that support will be provided.
4. To create a learning environment based on mutual respect, fairness and equality where bullying does not occur.
5. To promote and model the school values, which are shared by Christianity and other faiths.

FOR THIS TO HAPPEN THE GOVERNORS UNDERTAKE:

1. To ensure that agreed procedures are known, acted upon consistently and monitored by the Leadership Team and all staff members.
2. To ensure that these procedures are reviewed regularly whilst monitoring and reviewing impact.
3. To ensure there is shared responsibility between school staff, parents/carers and other professionals involved with students who are the victims or perpetrators of bullying behaviours.

FOR THE PURPOSES OF THIS POLICY, THE GOVERNORS DEFINE BULLYING AS:

1. Aggressive, insulting or intrusive behaviour by an individual or group towards another, which is repeated over a period of time in order to intentionally hurt or cause harm.
2. Behaviour which may produce feelings of discrimination, prejudice, isolation or low self-esteem in

- others.
3. Behaviour which affects pupils' attitudes to learning and performance at school
 4. Behaviour which can lead to serious distress with long-term damage to social and emotional development.

Anti-Bullying procedures:

Definition of bullying

Bullying is repeated behaviour that intends to hurt an individual or group, either physically or emotionally. The behaviour may include physical action, psychological or emotional intimidation, verbal abuse or cyber bullying via online communications. Bullying behaviour can be direct or indirect and usually results in an imbalance of power. The bullying behaviour may involve any of the following:

- racist, sexist, homophobic or transphobic language or behaviour
- derogatory comments about a person's religious beliefs
- physical violence and threats
- verbal assaults and taunts
- the destruction of property
- withdrawing of friendship and/or isolation
- malicious gossip
- sexual harassment
- cyber bullying

This is not intended to be an exhaustive list.

Strategies for the prevention of bullying.

All members of the school community are fully committed to the prevention of bullying through the following strategies :

- The promotion of The Piggott School: Charvil Primary values, including the importance of Courage when standing up for what is right
- Antbullying Week held annually to reinforce the school's message about standing up to bullies and reporting bullying.
- A robust PSHE curriculum where students learn about the implications of bullying and how to actively stop any bullying from occurring.
- A learning experience that promotes self-confidence, resilience and aspiration for individuals.
- Celebration of success to be central to the ethos of the school community.
- Role modeling and accountability of all members of the school community in promoting equality, acceptance and inclusion.
- Intervention, support and guidance for any students displaying bullying behaviour.
- Training for support staff in recognising bullying behaviours and how to complete successful intervention with students.
- Effective supervision of pupils during social times; staff modelling and promoting social inclusion.
- The promotion of an inclusive environment where pupils are encouraged to share concerns regarding bullying and feel confident that they will be listened to.
- Accurate record keeping of all incidents of bullying on CPOMS. Regular monitoring and reviewing of impact will inform improvements in practice

Management of a bullying incident

Honesty and transparency are key to building successful relationships and supporting both the victim and the perpetrator. All concerns reported will be treated sensitively, with a balanced and appropriate response to

each case individually.

A full investigation will be completed and conclusions will be evidenced based. Given that bullying behaviour is often reoccurring, record keeping is key. Any issues deemed to be bullying will be recorded on CPOMs and bullying will be dealt with in line with the school's behaviour policy.

Support and intervention will be provided for all parties in order to complete reparation work and eliminate the risk of further concern. Please find below a list of interventions that may be applied when supporting the victim or the perpetrator.

- Communication with all parties named within the concern reported.
- Affirmation and reassurance to the victim will provide a secure foundation for information sharing.
- Targeted intervention for individuals – nurture, emotional support, friendship groups
- Peer mentoring – role modelling, support and guidance.
- Consequences in line with the school's behaviour policy.
- Referral to specialist external agencies as necessary.

Monitoring and Evaluating

Senior staff and Governors will evaluate the effectiveness of these procedures and agree adjustments that may be necessary to address any on-going concerns on a regular basis and/or in relation to any incidents that arise.

CPOMs database will be used by the SLT team to monitor and track patterns of behaviour. Effective and timely interventions will ensure that the safe and secure environment is achieved.