


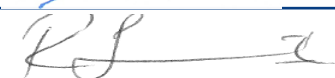
Christ Church New Malden

Church of England Primary School



Anti-Bullying Policy

Committee responsible	Pupil Impact Committee
Approval required by	Pupil Impact Committee
Statutory or Recommended	Recommended
Frequency of review	Annual
Date last reviewed	October 2021
Date of next review	October 2022
Display on website	Yes
Link with other policies	Safeguarding

	Signed	Date
Headteacher		7th October 2021
Chair of Governors		7th October 2021

1. Introduction

Every child attending Christ Church New Malden CofE Primary School has the right to learn and play without worries or fears. Therefore, bullying will not be tolerated and will always be dealt with seriously.

'Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally.' 'Preventing and tackling bullying. Advice for headteachers, staff and governing bodies' DFE July 2017

There are a number of types of behaviour (both physical and non-physical) which can constitute bullying including:

Emotional (Direct or Indirect)	being unfriendly, excluding, tormenting (e.g. threatening gestures, selection of one child to always play an unpopular part in a game, 'ganging up' against an individual), humiliation, verbal name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone relating to their disability or special educational needs.
Physical	pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
Racist	racial taunts, graffiti, gestures, making fun of culture and religion
Online/Cyber	This includes all areas of the internet, such as email, Snapchat, WhatsApp, Twitter, Facebook. Including threats and coercion by text messaging and calls, misuse of associated technology, i.e. camera and video facilities, iPad and games consoles. Setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones.
Sexual	unwanted physical contact or sexually abusive or sexist comments We are aware that bullying can take the form of sexual abuse between peers (Sometimes called peer-on-peer abuse). Please see the school's Safeguarding & Child Protection for further information about the way the school handles worries about a child.
Prejudiced-based and Discrimination	Bullying behaviour which is motivated by a prejudice on an individual's actual or perceived identity; it can be based on characteristics unique to a child or young person's identity or circumstance. This can include racism, sexism, homophobia, biphobia or transphobia.

1. Aims and Objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

2. The Role of Governors

This policy statement makes it very clear that the Governing Body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Governing Body will:

- Support the Headteacher in all attempts to eliminate bullying from our school.
- Monitor the incidents of bullying that occur.
- Review the effectiveness of the school policy regularly.
- Require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.
- Respond within ten days to any request from a parent to investigate incidents of bullying.
- Notify the Headteacher and ask him/her to conduct an investigation into the case and report back to a representative of the governing body.

3. The role of the Headteacher

- Take all reported incidents of bullying seriously.
- Set the school climate of mutual support and praise for success, so making bullying less likely.
- Ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.
- Ensure that all staff receive sufficient training to be equipped to deal with all incidents of bullying.
- Ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Draw the attention of children to this fact at suitable moments.
- Report to the Governing Body about the effectiveness of the anti-bullying policy on request.
- Contact external support agencies such as the social services, if appropriate, as bullying can be a safeguarding issue.

4. The role of the teacher

Teachers will:

- Support all children in their class to establish a climate of trust and respect for all.
- Implement the school's behaviour policy.
- Help children to understand the 'Golden Rules' through regular day-to-day discussions and the wider curriculum.
- Take all forms of bullying seriously, and intervene to prevent incidents from taking place.
- Report any incidents of bullying that they are aware of immediately to SLT.
- Will support both a child who has bullied or is a victim of bullying behaviour.
- Regularly attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.

5. The role of parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should:

- Contact their child's class teacher immediately.
- Support the school's anti-bullying policy, including attending meetings if necessary.
- Actively encourage their child to be a positive member of our school community.

They should not:

- Attempt to sort out the problem themselves by speaking to the child whom you think may be behaving inappropriately towards your child, or by speaking to their parents.
- Encourage the child to "bully back".

6. Monitoring and review

Serious incidents of bullying are recorded on a database held by the school.

This policy is monitored on a day-to-day basis by SLT. The headteacher reports to governors about the effectiveness of the policy on request.

This Anti-Bullying Policy is the governors' responsibility and they review its effectiveness annually. They do this by examining the school's behaviour reports from the school database, and by discussion with the Headteacher. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.