SOUTHWICK C E PRIMARY SCHOOL
ANTI-BULLYING POLICY

Love, Learn, Grow

Southwick School as we know it was established in 1869 to provide and education based on religious and moral instruction for the poorer families of the parish. Our mission is to provide a loving, purposeful, inclusive, non-discriminatory environment where all are valued and encouraged to persevere to achieve their potential as well as have respect for God and His world.

Through a loving Christian fellowship, our children learn all of the values, skills and knowledge they need so that they can grow into positive and active members of the community in which they live. Our vision is theological rooted:

"Do everything in love" Corinthians 16:14

"Love is patient, love is kind. It does not envy, it does not boast, it is not proud. It does not dishonour others, it is not self-seeking, it is not easily angered, it keeps no record of wrongs." Corinthians 13: 4-5

'To love' is at the heart of what it means to be a Christian. Jesus preached that to love God and others are the greatest commands. The call to live a life marked by love is a consistent message found throughout the bible. When the apostle Paul wrote to the church of Corinth, he instructed them to do everything in love. Therefore, as a school, love and compassion for the self, others and God's world are at the centre of all we do.

Rationale:

Bullying in any form will not be tolerated. Bullying could be considered as one form of Child on Child abuse.

Bullying is defined by the pupils, parents, staff and governors of our school as any form of deliberate behaviour, repeated over time, by any individual or group, which causes physical or emotional distress to another individual (child or adult in the school)

Bullying has many forms e.g. physical, emotional, verbal or electronic. A bully is someone who targets others and makes them unhappy or frightened over a period of time. They may do this by:

- hurting someone physically;
- hurting someone's feelings by using unpleasant words;
- damaging or stealing their property
- sending unpleasant texts or e-mails or by posting defamatory comments on social media
- threatening them using discriminatory and derogatory language – this includes language that is derogatory about disabled people, and homophobic/biphobic/transphobic and racist language

We also think it is wrong when other people join in with bullies or don't do anything to stop it, e.g. by telling someone.

We do not however believe that when friends fall out, even when it carries on for a while, this is bullying. Usually, bullies want control and pick on someone less powerful than or different from themselves.

Aims:

- to uphold our theological Christian underpinning "do everything in love"
- to establish and maintain an ethos where all pupils thrive, emotionally, socially and with their learning
- to establish a community where there is no intimidation
- to encourage all pupils to respect diversity

Guidelines:

- Christian values, relationships and attitudes towards each other are taught through collective worship, R.E., circle times and PSHE lessons and through our Values Education.
- anti–bullying is included in the PSHE scheme of work.
- staff are vigilant for any sign of distress or unfamiliar behaviour in children and use the following guidelines.

    1. Watch for signs of distress, deterioration of work, isolation, desire to stay with adults, erratic attendance.
    2. **LISTEN** and record incidents
    3. Offer immediate support.
    4. Pass on your concern to the Deputy Head teacher or Head teacher.

The Headteacher will:

    5. Discuss concerns with the victim and the bully.
    6. Invite the parents of the pupils involved to come into school to discuss the matter. Record the strategies agreed.

    Follow up to check that bullying has not happened again within two weeks and again within the following half term.

- the staff will explore ways of supporting the victim.
- the perpetrator(s) will be dealt with appropriately in a firm but fair way, with the full knowledge of his/her parents/carers.
- the effectiveness of this policy will be evaluated through the number of reported incidents and questionnaires / discussions with pupils and parents.

This policy should be read in conjunction with our Christian Vision and the following policies:

- Behaviour
- Child-friendly anti-bullying policy
- Anti-racism policy
- Child on child abuse guidance document
- Child on child abuse flowchart for staff
- Equalities, Diversity and Community Cohesion

- PSHE&C
- RE
- Special Needs
- Physical Restraint
- Confidentiality
- Child Protection
- Health and Safety
- Code of Conduct for Safe Practice for Staff and Volunteers
- Code of Conduct for Teaching & Support Staff – HR policy
- E-safety
- Safeguarding
- Personal use of Social Media
- Volunteer Adults in School
- Whistleblowing
- Safe Photography & Video recording in school

as well as our Written Procedures.