FROXFIELD
CE SCHOOL

Review Cycle:-	Annual	Date of Next Review:-	March 2025
Approver:- Chair of Curriculum and Learning	Signed:- Date:- 09/02/2024	Approver:- Head Teacher	Signed:- Date:- 09/02/2024

Anti-Bullying Policy

Objectives of this Policy
Froxfield CE School Anti-Bullying Policy outlines what the school will do to prevent and tackle bullying.

The school community will:
- Continue to build our ethos based on our core Christian Values of Love, Respect and Courage, acknowledging that these Values, if embedded throughout the school, foster attitudes and behaviour in which bullying has no place, and provide a framework in which incidents of bullying can be dealt with effectively, fairly and with a positive long-term outcome.
- Teach these values through modelling, Collective Worship and our curriculum to work to prevent bullying.
- Use Picture News as a vehicle for teaching about protected characteristics and British Values.
- Discuss, monitor and review our anti-bullying policy on a regular basis.
- Support staff to promote positive relationships and identify and tackle bullying appropriately.
- Take any allegations of bullying seriously.
- Ensure that children and parents are aware that all bullying concerns will be dealt with quickly, sensitively and effectively.
- Report back to parents/carers regarding their concerns on bullying and deal promptly with concerns or complaints. Parents/ carers in turn should work with the school to uphold the anti-bullying policy.
- Keep clear records of concerns and how these have been dealt with.
- Report any allegations of bullying to the Governing Body.
- Seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.

Definition of bullying
Bullying is "**Behaviour by an individual or a group, usually repeated over time, that intentionally hurts another individual either physically or emotionally**".

Bullying can take many forms. Bullying can take place on-line as well as within and outside the school environment so this policy should be read in conjunction with the E-Safety Policy.

Incidents of poor behaviour may occur that do not meet the definition of bullying. Like bullying, these behaviours are not acceptable, and will be dealt with following the procedures outlined in the School's Behaviour Policy.

Preventing, identifying and responding to bullying
At Froxfield we believe that by creating an ethos that promotes positive behaviour and mutual respect, with a focus on our core, Christian values, we can minimise the risks of bullying.

We will:
- Create an inclusive environment where all children feel safe and valued.
- Focus on our values of Love and Respect within Collective Worship and through whole staff modelling of desired behaviours.
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience, courage and love.
- Consider all opportunities for addressing bullying concerns including through the curriculum, as appropriate.
- Use the RHE curriculum to teach about kindness, inclusion and discrimination as well as what constitutes bullying and how we respond.
- Teach a rigorous, progressive programme of E-Safety across the school.
- Train all staff to identify bullying and follow school policy and procedures on bullying.
- Ensure all children know what to do if they witness, or are subjected to, bullying behaviour and who they can turn to.
- Refer to our Christian Values when dealing with incidents of bullying in school.
- Record any allegations or incidents of bullying on CPOMs along with any follow-up actions taken.

Incidents of Bullying
If incidents of bullying do occur we will:
- Inform the parents of all parties involved.
- Implement sanctions in line with the school behaviour policy.
- Use restorative techniques when considering appropriate sanctions.
- Ensure the consequences of bullying reflect the seriousness of the issue.

Involvement of children
We will:
- Regularly seek children's views about bullying in the school.
- Ensure children know how they can share worries and anxieties about bullying.
- Ensure all children are aware of the range of sanctions which may be applied against those engaging in bullying.
- Offer support to children who have been bullied.
- Work with children who have been bullying in order to address the causes of this behaviour.

Liaison with parents and carers
We will:
- Ensure that parents / carers know whom to contact if they are worried about bullying.
- Ensure parents know about our complaints procedure and how to use it effectively.
- Take seriously, investigate and respond to any concerns raised in relation to bullying.
- Annually s.eek the views of parents on the effectiveness of the school's procedures for dealing with bullying

Links with other school policies and practices
This Policy links with a number of other school policies and practices including:

- ❖ Complaints policy
- ❖ Behaviour Policy
- ❖ Confidentiality Policy
- ❖ CPOMs Records
- ❖ E-Safety Policy
- ❖ Equalities Policy
- ❖ The teaching of RHE
- ❖ Whole school curriculum
- ❖ The Vision Statement
- ❖ The H&S Policy
- ❖ Child Protection & Safeguarding Policies

Monitoring & review, policy into practice
We will review this Policy at least once every two years as well as if incidents occur that suggest the need for review.

Responsibilities

This Policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying.

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, teaching and support staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community.