



GREAT ECCLESTON COPP
CHURCH OF ENGLAND
PRIMARY SCHOOL



ANTI-BULLYING
POLICY

Reviewed and Updated April 2019

Copp Cares

"Let us love, not in word, but in truth and action." (1 John 3:18)

Talk to me and I will listen, show me and I will remember,

Involve me and I will learn, encourage me and I will thrive.

Copp, the village school, where everyone is special and where God will help us grow.

Definition of Bullying Behaviour

Bullying is the intentional, repetitive and persistent hurting of one person by another or others, where the relationship involves an imbalance of power. It is distressing and can involve either verbal, physical, emotional or cyber intimidation.

Rationale

The purpose of this policy is to promote consistency of approach and to create and reinforce a climate in which all types of bullying are regarded as unacceptable.

Attitudes and practices can contribute to bullying, to lower levels of confidence, self-esteem and lack of achievement.

This policy reflects legal requirements and Government guidance (Bullying: Don't suffer in silence 2000) and the LEA Anti-Bullying guidance. This policy applies to the whole school community.

Aims

- To promote a secure and happy environment free from any type of bullying behaviour.
- To help pupils reach their full potential academically, emotionally and spiritually through our provision of an interesting and varied curriculum.
- To develop respect, empathy and consideration towards others and to understand the concept of British Values which embodies tolerance, understanding and acceptance of all.
- To take positive action to prevent bullying from occurring in school, on trips and via the Internet, through a clear school anti-bullying policy.
- To educate pupils about bullying through PSHE, Christian values and adult modelling.
- To inform pupils and parents of the school's expectations.
- To show commitment to the pupils and parents of school children by responding to any issues within 24 hours of complaint, where possible.
- To empower children to have the right to raise concerns and feel comfortable to discuss any issues with a chosen member of staff.
- To stimulate, nurture and protect all pupils regardless of ethnicity, gender and any other vulnerability.
- To provide a feeling of safety through our encouragement of a high standard of self-discipline and a sense of responsibility;
- To be a forward-looking, inclusive school, continually looking to raise standards and achievement for our children.
- To provide a learning mentor to support pupils with issues or emotional problems.
- To give pupils a key person (other than their teacher) to whom they can talk.

Procedures for recording and reporting bullying behaviour

- Pupils develop an understanding of what bullying means and how it can be avoided or reported from Pre-School to Y6.
- All children should try, where possible, to report any concerns to their class teacher or relevant adult.

- Once the child has discussed their concerns with the member of staff, this member of staff will then take the complaint to the class teacher or a member of senior leadership team, if necessary.
- If a child is not confident to report a concern to a nominated member of staff, then parents are encouraged to come into school and discuss any incident with his/her class teacher.
- Any incident occurring at lunchtime will be dealt with by welfare staff, but they will then report all such incidents to the individual class teacher.
- Children will be reminded of these procedures on a regular basis through worship, through PSHE lessons, other appropriate curriculum lessons and classroom discussions.

Procedures for dealing with incidents including follow-up

- The member of staff dealing with the issue will listen to all parties involved.
- Minor incidents will be dealt with in school and appropriate sanctions given following the Behaviour and Discipline Policy. Parents will not be informed of action at this stage, but they do have the right to contact school at any time to find out the outcome of the situation.
- Major incidents will be reported to the Behaviour Manager (Mr Chris Holt) and dealt with in school, where appropriate sanctions will be given following the Behaviour and Discipline Policy. Parents will be informed of any action taken. In accordance with the Behaviour and Discipline Policy, serious and repetitive incidents will be dealt with by the head teacher.
- Where incidents have been reported to parents, there will be a follow-up within the next 2 weeks where the nominated teacher will speak to the parents involved either through a meeting, email or via the telephone to ensure that there have been no repeat incidents and that the child is happy in school.
- There will then be a follow up, where necessary, by the teacher to the relevant parents.
- Any incident involving a Copp pupil outside school may be investigated if it impacts their well-being and progress (or that of others) within school.

Sanctions

The sanctions given will be in accordance with the Behaviour and Discipline Policy. However, there will be more support given to children if these sanctions are not appropriate, such as specialist support in school.

Preventive Measures

In order to prevent bullying occurring in our school, we will strive to ensure that bullying does not take place at Copp through:

- creating a positive Christian ethos;
- embedding Christian values through worship, displays and adult reinforcement/ modelling;
- positive reinforcement through awards such as Star of the Week
- focusing on positive playtimes;
- creating positive displays which promote positive aspects of school life;
- discussions between staff and pupils formally through PSHE curriculum;
- discussions during School Council (CSC) meetings and classroom councils;
- analysis of pupil and parent/carer questionnaires;
- keeping parents informed of rewards and sanctions;

- teaching resilience strategies;
- challenging and changing bullying behaviour;
- using outside agencies where appropriate;
- training adults to deal with situations;
- having a Learning Mentor and Behaviour Manager to deal with specific problems and issues.

Church of England's Guidance 'Valuing All God's Children'



Great Eccleston Copp C of E follows the 'Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying.'

How Copp responds to HBT bullying

When incidents of HBT bullying take place, school staff will consider three actions:

- challenging unacceptable behaviour, including setting standards of acceptable behaviour and a culture of trust and respect.
- supporting the child/young person who has been bullied (and sometimes the child/young person who has displayed bullying behaviour and any non-intervening bystanders).
- reporting what has happened and monitoring those reports.

Creating an inclusive school environment

Copp strives to help prevent HBT bullying from occurring in the first place. Creating an inclusive school environment that demonstrates equality and respect is an important measure in preventing and challenging HBT bullying. Copp's Christian vision will play a central part in creating an inclusive environment where all pupils are valued and able to flourish. Speaking clearly about lesbian, gay, bisexual and transgender (LGBT) equality is also important in creating an inclusive environment where all, including LGBT pupils, feel recognised, respected and welcome.

Human sexuality and gender identity are currently significant areas where Christians are divided in their opinions and understanding. Members of the school community might hold very different opinions and there may be tension on this subject in some school communities, but this does not mean that issues and questions of sexuality, gender and gender identity should be passed over. At Copp we strive to ensure that we provide an inclusive curriculum that addresses sexuality, gender, gender identity and LGBT issues in age appropriate ways. Sensitively addressing LGBT issues will help to create a culture of respect towards LGBT pupils and will actively contribute to the prevention of HBT bullying. No matter what the views of school community members, pupils will be protected and bullying will be challenged.

Supporting LGBT pupils

An important aspect of creating an inclusive school environment is the support offered to LGBT pupils and the SLT at Copp School will seek professional and expert advice, when appropriate, so that pupils and families are supported.