



ANTI-BULLYING POLICY

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Looking to the future from the foundations of our past



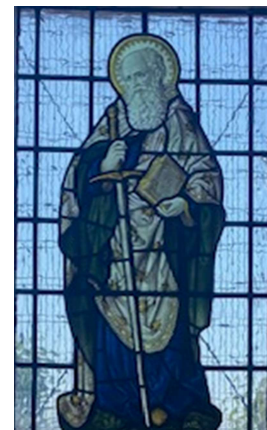
Godfrey Ermen, local cotton mill owner, left money when he died for “the benefit of any charitable philanthropic literary or educational institution . . . or in the formation and maintenance of hospitals, libraries, baths, wash-houses, model cottages, and generally in support of any object which may seem worthy of **encouragement** and assistance.”

Reflecting on our Christian foundation, the Bible reminds us through St Paul's letter to the Thessalonians:

“Therefore **encourage** one another and build each other up, just as in fact you are doing.”

Thessalonians 1 5:11

By honouring God and our foundation, we desire to live out our values by **encouraging** each other to work together, serving God and our community, to be the best we can be for ourselves, our families, our community and the wider world.



We are going to **encourage** each other through our PRIDE values, each rooted in the teachings of St Paul:

VALUE	FOUNDATION	We look to the future to...
	In all the work you are doing, work the best you can. Colossians 3:23-24	... work hard. ... follow our learning rules.
	The whole law is made complete in one command: “Love your neighbour as you love yourself.” Galatians 5:14	...be kind and gentle. ... care for our environment.
	Continue to think about the things that are good and worthy of praise. Think about the things that are true and honourable and right and pure and beautiful and respected. Philippians 4:8	... listen. ... be honest.
	I can do all things through Christ because he gives me strength. Philippians 4:13	...feel confident to try and know we can make mistakes. ... not give up.
	Now, in Christ, there is no difference between Jew and Greek. There is no difference between slaves and free men. There is no difference male and female. You are the same in Christ Jesus. Galatians 3:28	... be fair. ... keep each other happy.

Statement of Intent

We are committed to providing a caring, friendly and safe environment for all our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

What Is Bullying?

Bullying is the persistent use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

Bullying can be:

- Emotional being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical pushing, kicking, hitting, punching or any use of violence
- Racist racial taunts, graffiti, gestures
- Sexual unwanted physical contact or sexually abusive comments
- Homophobic because of, or focussing on the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber/Online the use of electronic communication, e.g using social media sites such as Facebook, Twitter to harass, threaten or intimidate a person
- Sexting consensual and non-consensual sharing of nude and semi-nude images and/or videos

What are the dangers of Online Bullying?

Online bullying can often be more dangerous than traditional forms of bullying. It can take place anywhere and anytime. The bully does not need to be face-to-face with their victim(s). The victim might not know who the bully is, or why they are being targeted. This is the danger of anonymity on the internet. Online bullying, just like all types of bullying, can be incredibly damaging to a person's self-esteem, social skills and confidence. Online bullying can be a constant source of distress and worry. With mobile technology being so freely available it is an ongoing issue. Not only does it go on after school but it then carries through into the next day and the cycle continues. It has been well documented that online bullying has resulted in tragic events including suicide and self-harm. Many children feel unable to confide in an adult because they feel ashamed and wonder whether they will be judged, told to ignore it or close their account which they might not want to do.

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. The school and all the staff here have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school;
- doesn't want to go on the school / public bus;
- begs to be driven to school;
- changes their usual routine;
- is unwilling to go to school (school phobic);
- begins truanting;
- becomes withdrawn anxious, or lacking in confidence;
- starts stammering;
- attempts or threatens suicide or runs away;
- cries themselves to sleep at night or has nightmares;
- feels ill in the morning.
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions go "missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money/lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. Report bullying incidents to staff.
2. All cases of bullying incidents will be recorded by staff.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

6. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place.
2. In serious cases, suspension or even exclusion will be considered.
3. If possible, the pupils will be reconciled.
4. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
5. All incidences of bullying are recorded on CPOMS.

What we do at Godfrey Ermen to prevent bullying:

- All staff are available, at any time, to share worries.
- Children can talk to members of the Pastoral Team – Miss Kinch, Mrs Stanger, Miss Williams, Mrs Brookes and Miss Little.
- We develop a programme of events & assemblies throughout the year – **with a focus on respecting and being fair with one another.**
- We recognise Anti-Bullying Week, Children's Mental Health Week and Neurodiversity Week.
- Consequence/Reflection Chart
- Class Rules.
- Newsletters/Information home to parents.
- PSHE Lessons.
- Reading stories and identifying unkind behaviour by characters.
- The 5 Finger Strategy.
- School Council discussion.
- Training for staff.
- Rewards for children who follow our school values: PRIDE Awards, Headteacher's Awards and PRIDE Points.