

ANTI-BULLYING POLICY BLUEPRINT

School ethos - our vision, values & rules			Vision: With fun & learning, hand in hand, all things are possible Bible link: I can do all things through Him who strengthens me				
			Respect	Creation	Fellowship	Hope	Wisdom
			We care		We Share		We repair
Q.1	What is bullying?	Several Times One-sided Mean Purposeful	Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online. (Anti-Bullying Alliance) Harassment is when someone is worried or annoyed repeatedly by someone which makes them feel uncomfortable. This could very easily lead on to full-scale bullying if not tackled. (NSPCC)				
Q.2	Is someone who bullies a bad person?	All children make mistakes, including bullying behavior sometimes. It is part of growing up. When we make a poor decision regarding our behavior, we recognise that it is a “memorable mistake” and we look to learn from it, to make it better with others and to behave in a better way moving forwards.					
Q3	Where can bullying happen?	Bullying can happen face to face or online. We recognise that cyberbullying can be particularly pervasive and invasive into a child’s life. Face to Face bullying includes physical bullying, verbal bullying, non-verbal bullying, emotional bullying, control bullying Online bullying includes sending message/images/videos, shaming people, excluding people, trolling people, pressurising people					
Q.4	What types of bullying are there?	Verbal bullying is when a person uses hurtful, rude or offensive language to make people feel bad about themselves Physical bullying can range from pushing someone in a line to physical assault. It includes interfering with someone else’s property Social/emotional bullying is when someone is ignored or excluded on purpose with the intention to be hurtful or mean. Online/cyber-bullying includes using ICT to send rude/offensive comments or images or to harass, threaten and/or isolate someone Prejudiced-based bullying is any form of discrimination based on a person’s disability, race, religion or belief, gender identity or sexuality.					
Q.5	What effect can bullying have?	We recognise that bullying causes real distress and affects a person’s wellbeing, and in some instances, bullying can cause significant harm. The effects of bullying include physical hurt, loss of sleep, loss of appetite, emotional hurt, anger, loss of confidence, disrupted learning, broken relationships and broken trust in others,					
Q.6	How can we avoid bullying?	We can support our pupils to avoid the risk of bullying with strategies ranging from not being alone and potentially vulnerable to bullying and sticking close to friends through to having something positive to distract themselves as well as a known safe space to go to.					
Q.7	How can we stop bullying?	We can support our pupils with stopping bullying with strategies ranging from opening up to a trusted adult and being/seeking an “upstander” for support through to picking bespoke strategies that will work for them					
Q.8	How do we report bullying?	We have a variety of ways in which children can report bullying and ask/receive support and guidance e.g. use their individual mood pebbles, seek peer support e.g. a lunchtime helper or a chosen “upstander”, speak to a trusted adult, share their worry with their parents, speak to their teacher about using Circle Time to air & share a bullying problem.					
Q.9	How will we respond to bullying	Tiered consequences following our Consequence Steps 1 – 5, as well as engaging on our Make It Right/Better process. Consequences could include partial/full loss of breaktime or lunchtime, loss of an appropriate privilege, regular/routine attendance at lunchtime club, removal from classroom, ongoing restorative work					
Q.10	How will we record bullying?	Class Pupil Behaviour Overviews – problematic, pupil behaviour being recorded and monitored on a termly basis by teachers & SLT. CPOMs behaviour categories: potential bullying/harassment, actual bullying, hate crime Consistent CPOMs reporting (STAR: Situation, Trigger, Action, Result), detail on what actions have been taken & who has been informed					
Q.11	How will we try and make things right/better?	We will use the restorative justice approach to support recovery and repair between those affected by bullying. This can range from simple restorative conversation to a restorative justice exercise. Restorative justice is about restoring safety, dignity, health, trust and confidence. Forgiveness: is a choice to let go of anger towards someone who hurt you and to think, feel, or act with kindness towards that person. Reconciliation: is the act of becoming friendly again after a disagreement. It is about moving from anger to fellowship.					

