



THE VINE CHRISTIAN SCHOOL
Independent School & Preschool

ANTI-BULLYING POLICY

INTRODUCTION

The Vine Christian School does not tolerate bullying in any form, and indeed the incidence of bullying at the school is extremely rare. We aim to teach our pupils to respect authority as given by God to parents, teachers and others in the School and Church communities.

There are firm boundaries and expectations regarding behaviour and positive encouragement and rewards for those who follow them. We work to maintain fair discipline throughout the School with a clear code of conduct that all staff and parents uphold.

The needs of the victim are of the utmost importance and anyone that feels bullied will be listened to and taken seriously. All reported incidents will be carefully investigated and dealt with appropriately.

DEFINITION OF BULLYING FOR THE PURPOSES OF THIS POLICY:

Bullying is an act of hostility, causing humiliation, pain or distress to someone. It can take several forms; physical, verbal, making gestures, blackmail and segregation. It is an abuse of power. It can be planned and organised, or it may be unintentional. It may be carried out by individuals or by groups of pupils.

FORMS OF BULLYING:

- Physical violence such as hitting, pushing or spitting at another pupil
- Interfering with another pupil's property, by stealing, hiding or damaging it
- Using offensive names when addressing another pupil
- Teasing or spreading rumours about another pupil or his/her family
- Belittling another pupil's abilities and achievements
- Writing offensive notes or graffiti about another pupil
- Excluding another pupil from a group activity
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms
- Misusing technology (internet or mobiles) to hurt or humiliate another person

STATEMENT CONCERNING BULLYING AND ABUSE:

Offences such as racial or physical abuse, bullying or violent behaviour will result in a 'Disciplinary Statement' being filed detailing the reason for disciplinary action being taken and the actual action taken. We will monitor and review each situation according to the nature or seriousness of the situation. Repeated offences of this nature will result in the pupil being excluded or expelled.

RESPONSIBILITIES:

To combat any bullying, we will work together as staff and parents and take on the following responsibilities:

THE STAFF WILL SUPPORT THE STUDENTS BY DOING THE FOLLOWING:

- Nurture self-esteem, self-respect and respect for others in the students
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the Head Teacher.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

PARENTS WILL SUPPORT CHILDREN BY DOING THE FOLLOWING:

- Watch for signs of distress or unusual behaviour in their children, which might be evidence of bullying.
- Advise their children to report any bullying to their Supervisor and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advise their children not to retaliate to any forms of bullying.
- Be sympathetic and supportive towards their children, and reassure them that appropriate action will be taken;
- Keep a written record of any reported instances of bullying
- Inform the school of any suspected bullying, even if their children are not involved;
- Co-operate with the school; if their children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.

THE STUDENTS WILL SUPPORT EACH OTHER BY DOING THE FOLLOWING:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- Not suffering in silence and being aware of the schools 'Acceptable Use/ e-Safety rules and abide by them.

PREVENTATIVE MEASURES:

The school promotes positive behaviour through ensuring that the students are aware of the school's expectations for respect within the school community and the corrective measures that the school utilises; these are within the Student Handbook.

Provision is also made for Pastoral care and staff are assisted in classroom management where needed. Guidelines for records and corrective measures are kept in the Staff Handbook and are made available for parents if requested.

PROCEDURES FOR DEALING WITH INCIDENTS OF BULLYING BEHAVIOUR:

- Records will be kept of all incidents whether minor, significant or major
- Action will be taken according to the school's Corrective Measures
- The school will contact the parents/carers of all pupils concerned in any bullying incident.
- The school will endeavour to investigate the incident and give feedback to those concerned.
- Sanctions will be put in place according to the severity of the incident
- The school will contact any relevant professionals where appropriate

MONITOR AND REVIEW:

The policy will be monitored and reviewed annually by the Governors and parent views will be sought if changes are necessary.

Policy Adopted by Governors on: 7 September 2018

Policy Due for Review on: July 2019
