

**WOULDHAM ALL SAINTS CHURCH OF ENGLAND PRIMARY SCHOOL**

**FRIENDSHIP POLICY**

**We promise to work hard at making this school a safe and happy place for all people.**

At Wouldham All Saints Church of England Primary School we aim to enable all children to feel valued and welcomed as part of the school family. As a Church of England school, the values underpinning our aim are those of the Christian faith and we seek opportunities for children to explore a love of God and a love for others. We also draw explicit links to our school values based on the Fruits of the Spirit from Galatians 5 : love, joy, peace, patience, kindness, goodness, faithfulness, gentleness and self-control.







To achieve our aim we will nurture positive attitudes amongst children and adults and work hard at building and maintaining positive relationships. This will be done throughout all school activities and especially through work undertaken as part of PSHE (Personal, Social and Health Education). Time spent during breaktimes as well as before and after the normal school day is also important and we will involve all staff who work with children during these times.

This policy applies equally for all relationships in school including child to child, adult to child and adult to adult. We will also consider incidents that happen outside of school which we are made aware of and especially where these affect relationships within school. This particularly applies to use of modern technologies such as social networking sites, messaging and mobile phones.

Bullying is considered an obstacle to good relationships and will not be tolerated in any form. It is the responsibility of all adults and children to prevent it happening and this policy contains guidelines for all members of the school community.

All children in our school have a right to feel welcome, safe and happy. Unkind actions or remarks will not be tolerated, even if these were not intended to hurt.

Bullying can be defined as deliberately hurtful, often repeated over a period of time where there is an imbalance of power to control another or others, making it difficult for the person concerned to defend themselves. Bullying can take many forms, of which the main types are:

-  Physical – hitting, kicking, taking belongings
-  Verbal – name calling, insulting or racist remarks, repeated unkind teasing
-  Indirect – spreading unpleasant stories about someone, excluding someone from a social group
-  Cyberbullying – bullying by electronic contact for example via text message, email or via instant messaging or social networking sites
-  Sexual and/or sexist – making inappropriate gestures, remarks and/or physical contact
-  Disability – comments or actions carried out to deliberately pick up on differences caused by physical disability or special educational needs.

Any offensive behaviour that is directed at a person because of their gender, race, size, appearance, sexual preference, disability or age is wholly unacceptable.

At Wouldham All Saints Church of England Primary School we aim to prevent bullying by raising pupils' awareness of bullying behaviour and of the school's Friendship policy. We aim to challenge attitudes about bullying behaviour, increase understanding for bullied pupils and to help build an anti-bullying ethos in the school. We aim to be vigilant in all areas of the school and playground and to be aware of any potential bullying situations that may be developing.

Children are encouraged to recognise ‘bystanding’ behaviour and to avoid this by reporting any incidence of anti-social behaviour to an adult.

#### Procedures for dealing with bullying:

We recognise that we have a duty of care towards all children and that prevention is better than cure, so we will:

- 🏰 Be vigilant for signs of bullying
- 🏰 Ensure pupils are supervised at playtimes and lunchtimes
- 🏰 Observe pupils’ play patterns and relationships, noting children who appear isolated or unhappy and will inform the class teacher
- 🏰 Always take reports of bullying seriously and investigate them thoroughly. No such report will ever be disregarded
- 🏰 Encourage children to report all incidents of bullying to an adult. These will then be referred to the class teacher concerned
- 🏰 Use the Curriculum to increase children’s awareness of bullying and to help them to develop strategies to combat it.
- 🏰 Use ‘Circle Time’ as an integral part of the Curriculum
- 🏰 Include ‘Child issues’ as an agenda item at weekly staff meetings
- 🏰 Organise ‘Playtime Superheroes’ to encourage children to take responsibility for caring for each other and train them in mediation techniques to overcome problems.
- 🏰 Take part in activities for National anti-bullying week (November), including anti-bullying surveys where available.

#### Recording incidents of bullying:

Parents are encouraged to come into school and discuss any concerns with their child’s class teacher as we believe the involvement of parents at an early stage is essential. Parents of both victim and bully will be informed of any incidents and staff will undertake to give feedback to parents on steps taken.

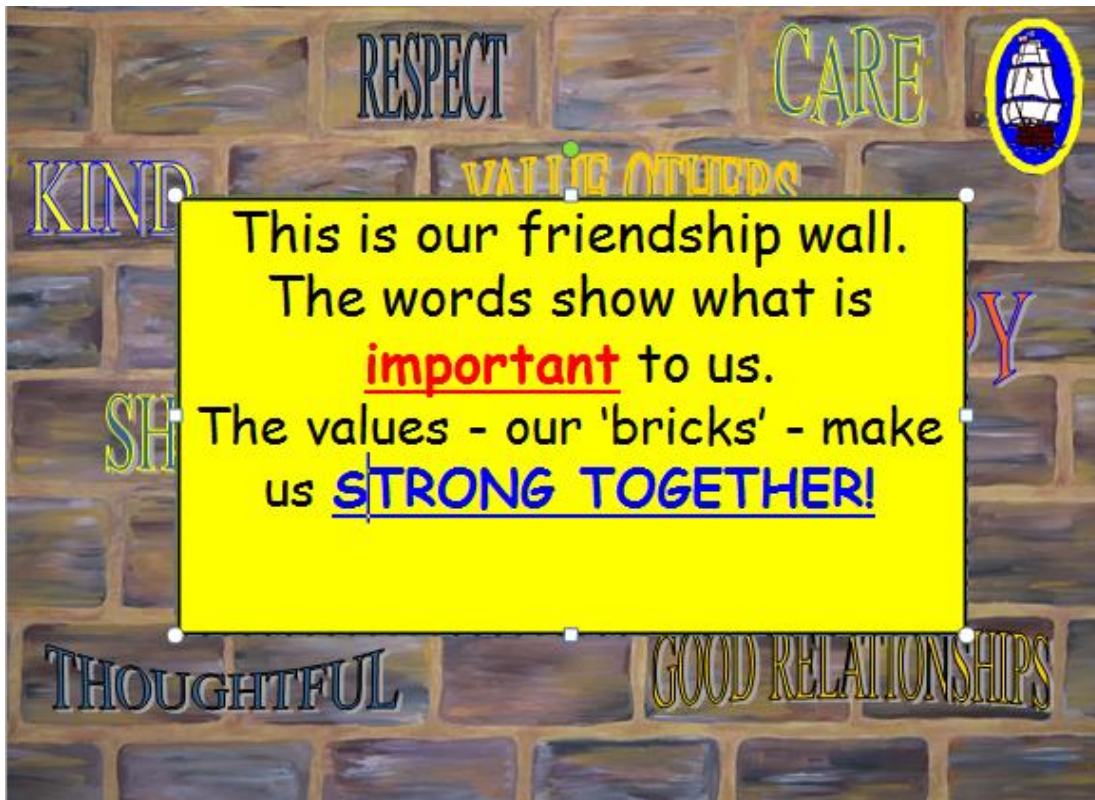
Serious incidents must be reported to the Headteacher. A record of serious incidents will be made in the ‘behaviour book’ kept in the headteacher’s office. Other relevant staff will be informed of the incident and the names of the children involved. A record will be kept of the incident, including the date, time, place, names of the children involved and accounts of what happened.

Persistent bullies may be excluded from playtimes, have a fixed term of exclusion imposed and, in very serious cases, could be served a permanent exclusion.

Records of bullying incidents will be reported to meetings of the Full Governing Body.

This policy will be reviewed annually and should be seen as strongly connected to the Wouldham All Saints CEP School Behaviour and Safeguarding policies.

We also operate a simplified version of this policy to help the children understand about our approach to behaviours towards each other. This is our ‘behaviour wall’ which will be referred to in worship time at least once per term. This shows qualities and values as ‘bricks’ and unacceptable behaviours are ‘splats’ on this wall which need to be wiped out.



Our Friendship behaviour pledge...

We promise to work hard at making this school a safe and happy place for all people.

*Friendship*