



Anti-Bullying Policy

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Policy Originator	PSHE and Citizenship Leader
Reviewed by	Learning and Achieving Committee

Our Vision Statement

Childhood matters to us: it is short, precious and cannot be repeated. Our Christian values are rooted in God. Growing in love, every child reaches their spiritual and academic potential. Our learners use their resilience, curiosity and independence to become fruitful and effective global citizens.

With the Holy Spirit by our side, we can achieve anything!

What is Bullying?

Bullying involves antisocial behaviour that is directed towards others. We generally consider bullying to have taken place when all three of the following criteria are met:

- The behaviour is ongoing
- It is targeted and intentional
- There is an imbalance of power, where a vulnerable person or party is the victim

In its extreme, it is repeated and persistent abuse, physical or psychological, carried out over time by individuals or groups against those who are not equipped to deal with it. Potentially it can be one unkind incident deliberately targeting an individual or group. Bullying causes misery, fear, stress and insecurity to the victim and is unacceptable behaviour in our school community.

It is important to recognise that there is a distinction between bullying and the more commonplace arguments between children or friendship issues. Bullying differs from teasing/falling out when there is a deliberate intention to hurt or humiliate, there is a power imbalance that makes it hard for the victim to defend themselves, and it is usually persistent.

Occasionally an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of sexual, sexist, cyber, racist or homophobic bullying, or when children with disabilities are involved. If the victim might be in danger, then the intervention is urgently required.

Although bullying can occur between individuals, it can often take place in the presence of others who become 'bystanders' or 'witnesses'. These children are also part of the incident and will be held accountable. We encourage witnesses to think about their choices to support them in knowing what to do if they see bullying taking place, using the whole school language. This is also supported

during an Anti-Bullying week or day that takes place annually, alongside termly discussions in PSHCE lessons, class reflection or circle times.

Specific types of bullying include:

- Bullying related to race, religion or culture
- Bullying related to a special educational need or disability
- Bullying related to appearance or health
- Bullying related to sexual orientation, e.g. homophobic bullying
- Bullying of young carers or looked after children related to home circumstances
- Sexist or sexual bullying
- Cyber-bullying

There is no hierarchy of bullying – all forms should be treated with equal seriousness and dealt with appropriately. Bullying can take place between young people, between young people and staff, between staff and individuals or groups.

The school regards instances of bullying as a serious matter. We recognise that bullying happens in all schools and we try to encourage children to speak out when confronted with a problem, either to a friend, a parent, or a member of staff. The teachers are also alert to signs that a child is unhappy and may talk sensitively to the child if suspicious. All incidents of bullying are to be recorded on CPOMS with SLT tagged.

Cyber-bullying

In accordance with our Safeguarding Policy, all stakeholders will be vigilant to the possibility of cyber-bullying. This is considered to be any antisocial behaviour on social media platforms or technology. We expect all members of our school community to behave as positive ambassadors of the school in all school related activities made through the Internet. Any incidents of cyber-bullying will be dealt with seriously, in accordance with this policy, the Safeguarding Policy and the E-Safety Policy.

Roles and responsibilities

The Headteacher has overall responsibility for the policy and its implementation and liaising with parents/carers, Local Authority and outside agencies and for the appointment of an Anti-bullying Leader, who will have general responsibility for handling the implementation of this policy. At our school this is held within the role of PSHCE Leader.

The Anti-Bullying Champion in our school is: The PSHCE Leader who completed monitoring and reports to SLT.

Their responsibilities are:

- Policy development and review, involving pupils, staff, governors and parents
- Implementing the policy
- Evaluation of policy and review
- Managing bullying incidents
- Managing the reporting and recording of bullying incidents
- Sourcing, assessing and coordinating training for all stakeholders
- Coordinating strategies for preventing bullying behaviour

The nominated governors with the responsibility for monitoring the school's actions in combating bullying are those in the Learning and Achievement Subcommittee.

A child friendly version of how to prevent bullying, created by the school council will be shared with every class in the school annually (Appendix 1).

If parents find a problem, the school encourages them to share their thoughts with the Headteacher, the Anti-Bullying Champion or Inclusion manager. The school also needs to be informed of incidents outside school which may affect relationships during the school day. It is a fact that 50% of bullying

is not reported. To encourage a culture of openness, our school has an open-door policy and adults are available and accessible for pupils to talk to informally at planned times across the school day e.g. before break times. Proactive elements are also planned into the curriculum, equipping pupils with a variety of skills to deal with such situations, e.g. through Values Education, PSHCE lessons, circle time and special weeks e.g. Anti-bullying week.

We teach our pupils that all children have the right to:

- Be physically safe
 - Keep their own possessions
 - Be free of insult, derogatory terms and teasing, including online
 - Be able to associate with others for companionship and friendship by choice
 - Be encouraged to talk to adults and children about their issue/problems

Victims are victims because they are unable to deal with the situation and cannot "stand up for themselves." Advice to "hit back" or "turn away" will not work and their misery is made worse with each failure. In the long term, these children need a social skills programme in order to help them form relationships. When identified these are actively planned for individuals and through PSHCE and Social Skills workshops.

What do we do if it happens?

We rely heavily on our Restorative Justice approach to support the victim to see a positive result result or resolution/agreement from discussions with the bully. We also support the bully in recognising the consequences of their actions.

It is therefore necessary to work with the bully/ies in order to enable them to change their behaviour in a way that makes them feel less inadequate by using restorative behaviour management, while making the victim feel safe and in control. It is imperative that the bully is made to be aware of the consequence and impact of his/her behaviour choices.

As with all life situations, there is no one way of dealing with these issues and teachers use their extensive knowledge of our pupils and their professional judgement in reaching resolution. In all cases of bullying it is important that the wishes of the victim are considered in reaching a resolution. The ultimate aim is to stop future occurrences and enable the victim to feel secure.

The following method is a "step by step" guide to investigating and resolving conflict and is one which is frequently used by staff and can be evidenced as successful. All incidents of bullying are recorded on CPOMS.

STRATEGY FOR DEALING FAIRLY WITH VICTIMS & BULLIES

What to do if you are told that a child is being bullied:

If a parent comes to tell you that their child is being bullied, they will be naturally be concerned and will want reassurance that something will be done about the situation. The parent may not always have all the facts, especially if they have a very young child. It is important to:

- Take what they have to say seriously
- Give them some proper time to discuss their concerns (if you can't give them the right amount of time when they approach you with their problem, arrange a time when you can have a proper meeting)
- Record concerns on CPOMS tagging SLT

Ask the following questions.

- How long has this been going on?
- What has been happening?
- Where is it happening?
- Who was involved?

- Were other pupils around at the time?
- How is it affecting you?
- Did the child tell a teacher or any other adult?

Tell them how you will follow this up and give them a timescale with when you will get back to them to discuss your findings of the situation.

You will then need to interview:

- The pupil
- Bystanders/witnesses who were named as being present
- Other staff, learning support assistants and playground supervisors
- The pupil accused of bullying
- Other pupils who are not particular friends of either child

Keep notes on the conversations you have with all of the people involved, including each time you speak with the parents and store on CPOMS. Keeping notes enables you to remember what has been said and by whom and provides evidence of previous incidences that may help to identify possible patterns in behaviour.

If a child comes to tell you they are being bullied, you should assure them that they have done the right thing in telling you and reassure them that you will investigate what they have disclosed, by following the same procedures as above.

Ways to help them could include:

- To find them a buddy
- To give them a teacher to report to if they feel under pressure
- To find them things to do at break and lunchtime so they are not alone (do not take the child who has reported being bullied off of the playground, their routine should not be affected)

Report back to the parents with your findings, recording conversations on CPOMS. If it is deemed to be a bullying incident, tell the parents what will happen next and encourage them to continue to keep open communication with you, so you are both fully aware of the situation if it should continue.

Consequences will depend on the nature of the bullying. A member of the SLT, including the Anti-Bullying Champion, should be consulted and the child's parents informed.

STRATEGIES FOR PREVENTING BULLYING

In addition to the Values Education, which is the heart of the school ethos, we also use the following strategies to help prevent bullying.

- School council board promoting friendship and respect
- Annual Anti-bullying week/day held each year, linked to an appropriate value
- School Council
- PSHE lessons
- Circle time
- Self-esteem groups
- Anger management one to one sessions
- Social skill groups
- Access to HSLW
- Peer mentors
- Information and guidance for parents, as well as listening and responding to parents views including on our annual questionnaire
- Regular review of the Anti-Bullying Chartermark standards
- Workshops
- Monitoring of e-safety

The school council have worked together to create an advice poster for children who might be being bullied, as well as clearly defining what bullying is which will be displayed in classrooms and the Hall.

LINKS WITH OTHER POLICIES

- Behaviour policy
- Safeguarding policy
- Equal opportunities policy
- Confidentiality policy
- Teaching & learning policy
- E-Safety policy

School council advice for other children on bullying

What is bullying?

- If someone is a bully they will normally do one/some of these things more than one time
- When people call you nasty names
- If someone takes the mickey out of you
- Someone might take something of yours and keep it or hide it from you on purpose
- People might tell others things that aren't true to make them not like you
- They might text you nasty things
- Someone might hit or kick you lots of times

What should you do if you think you are being bullied?

- Ask them to stop doing it – make them aware they are upsetting you
- Walk away from them
- Ignore them
- Don't play with them
- Tell a friend, they can help you
- Tell a peer mentor
- Tell a teacher
- Tell your mum/dad
- Use the 'let it out box' to share your problem and someone will try to help you solve it

What shouldn't you do if you think you are being bullied?

- Remember our values - Don't do the same thing back to them
- Don't worry on your own
- Don't keep it to yourself

List of Appendices

Appendix 1

Child-Friendly Anti-Bullying Policy



Child-Friendly Anti-Bullying Policy



What is bullying?

Bullying is a series of unkind things that happen to you. Bullying has three main elements:

1. If someone is showing bully-ish behaviours they will normally do one/some of these things more than one time. It is **ongoing**.
2. Bullying often means that people are doing some very unkind things on purpose. This means it is **targeted**.
3. Often the person bullying might be someone stronger or older, or using words that they know that you don't; or there might be more of them than you. This means that there is an **imbalance of power**.

Which unkind behaviours can become bullying behaviours?

- When people call you nasty names.
- If someone takes the mickey out of you.
- Someone might take something of yours and keep it or hide it from you on purpose.
- People might tell others things that aren't true to make them not like you.
- They might text you nasty things or use the internet to cyber bully you.
- Someone might hit or kick you lots of times.
- Sometimes people might comment on your background, personality, health and gender differences, which makes you feel uncomfortable or upset.

What should you do if you think you are being bullied?

- Ask them to stop doing it – make them aware they are upsetting you.
- Walk away from them.
- Ignore them.
- Don't play with them.
- Tell a friend, they can help you.
- Tell a peer mediator.
- Tell a teacher.
- Tell your mum/dad or carer.

What shouldn't you do if you think you are being bullied?

- Always remember our values - Don't do the same thing back to them.
- Don't worry on your own.
- Don't keep it to yourself.



Advice created by School Council