



ANTI-BULLYING POLICY

*"Never be bullied into silence. Never allow yourself to be made a victim.
Accept no one's definition of your life, but define yourself."*

~ Harvey S. Firestone

"It is our choices ... that show what we truly are, far more than our abilities."
~ J.K. Rowling

RATIONALE

This anti-bullying policy, informed by existing DfE guidance (Preventing and Tackling Bullying Oct 2014), reflects the school vision statement of 'Learn Together - SHARE Success.' The school seeks to provide a welcoming, caring and safe environment for everyone, with education the primary focus and where children's welfare is promoted so that all are enabled to have the best outcomes. A consistent, whole school approach is encouraged that helps protect and empower pupils against incidents of bullying, ensures pupils feel safe and develops their awareness of and confidence in dealing with bullying situations.

AIMS

- To create an ethos of high expectations for good behaviour.
- To prevent bullying of any form - all forms of bullying are unacceptable.
- To have a pro-active, consistent approach to issues which provoke conflict.
- To educate and enable pupils to manage bullying situations with awareness and confidence.
- To deal with bullying when it happens or is reported, quickly and effectively
- To ensure that victims and perpetrators will be treated in a supportive manner.
- To ensure that all members of the school community are aware of this policy.

DEFINITION

Bullying is the repetitive, intentional hurting of a person or group, either physically or emotionally, that involves a real or perceived imbalance of power. It is often aimed at certain groups e.g. because of race, religion, gender, sexual orientation or some other perceived difference such as ability or social standing.

The different types of bullying are listed below with key examples:

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| • PHYSICAL | kicking, hitting, shoving, pushing, tripping, and other kinds of force. |
| • VERBAL | name calling, teasing, hurtful comments, spreading rumours, threats |
| • SOCIAL/EMOTIONAL | exclusion from group, ostracizing, humiliation, ignoring |
| • CYBER | use of technology to hurt or embarrass, pranking, hacking |

INDICATORS OF BULLYING

Changes in a child's behaviour and body language cannot indicate for certain that bullying is happening. However, the following signs can indicate that something may be wrong:

BEHAVIORAL

- Avoiding/loss of friends
- Withdrawal from social situations
- Self-destructive behaviour
- Difficulty sleeping or bed wetting
- Refusing to talk about what's wrong

PHYSICAL

- Feigning sickness/mystery illness
- Unexplained injuries
- Feel sick frequently in class
- Lost or broken possessions
- Have damaged clothing or belongings

EMOTIONAL

- Change in attitude/lack of interest
- Unwilling to come to school
- Low self-esteem/lose confidence
- Become easily startled, irritable and aggressive
- Burst into tears in class

STRATEGIES FOR DEALING WITH BULLYING

Pupils who have been bullied will:

- be offered an immediate opportunity to discuss the experience with a member of staff
- be reassured
- be given continuous support to help restore self-esteem
- have staff/parents/carers informed to help support future monitoring and communication

Pupils who have bullied will:

- have the opportunity to discuss what happened
- be asked about their role and involvement
- have highlighted to him/her the wrong doing and the need/way to change
- have parents/carers informed to help support a change in attitude of the pupil

It is important to recognise that the key aim when dealing with incidents of bullying is to resolve the issue. With this in mind, we aim to support victims and perpetrators through open discussion and education about positive, acceptable behaviours. We will continue to reinforce the principles that bullying is unacceptable; that measures will be taken to deter repetition of such behaviour and that bullies will be held to account through appropriate sanctions (Refer to the school's behaviour policy). The school will take each situation seriously and address any parents' or pupils concerns fairly and reasonably. When the school's strategies and sanctions do not resolve the problem, permanent exclusion may be justified in the most serious and persistent cases, particularly where violence is involved.

RESPONSIBILITIES

The issue of bullying is a matter of partnership including all pupils, staff and parents. It is important that all individuals recognise the difficulties which may be encountered in implementing the Anti-Bullying Policy. In this regard:

Governing Body/Senior Leaders

- provide a safe environment for all children
- promote the ethos of respect for the individual
- encourage pupils to SPEAK UP
- create an open and telling environment where everyone in the school community is aware of the procedures.
- raise the awareness of all members of the school community to the signs of bullying
- ensure that the Anti Bullying Policy will be communicated to the whole school community (ie. pupils, parents, staff – teaching and non teaching)
- ensure that through the Behaviour Policy, pupils, staff and parents are aware of their responsibilities
- periodically review school procedures and practices (e.g. playground supervision) in order to reduce the risk of bullying behaviour occurring
- periodically review training needs of all staff

Staff Responsibilities

- to be aware of and raise the profile of issues around bullying and how they should be dealt with
- to remind the children of the child speak anti bullying policy
- encourage pupils to SPEAK UP if being bullied or if another pupil is being bullied
- when first reported, the staff will listen to all pupils' concerns and take all reports of bullying seriously
- staff will communicate with all concerned in line with procedures and responsibilities
- staff will record incidents as appropriate
- participate in training
- acknowledge appropriate behaviour/celebrate good behaviour
- inform Leadership Team
- inform parents and ask for support as necessary
- monitor and review the situation
- the bullying behaviour will be reviewed separately from the child (always stress that it is the behaviour and not the child)
- suggest acceptable forms of behaviour to the pupils involved and appropriate strategies to dealing with similar/future situations

Pupil Responsibilities – Pupils should

- report incidents of bullying
- respect and support peers
- demonstrate high expectations of good behaviour and self-discipline
- adhere to and promote the school's and child speak Anti Bullying policies

Parent Responsibilities – Parents should

- understand what constitutes bullying
- report any concerns to the school
- stress to children the importance of good social behaviour
- actively support the school' Anti Bullying Policy and allow the school to follow procedures in place
- stress to children that retaliation is not the answer

PREVENTION

- The school is committed to building positive relationships, an ethos of good behaviour and creating an environment that prevents bullying becoming a serious problem in the first place.
- Effective staff training ensures staff understand the principles and purpose of the school's policy, its legal responsibilities, how to resolve problems and where to seek support in matters regarding bullying.
- A comprehensive scheme of work (Jigsaw) is in place and delivered through explicit PSHE lessons with Term 2's "Celebrating Difference" the puzzle that tackles issues specifically related to bullying, although elements of other puzzles support this work.
- Regular assemblies, circle times, displays and events (e.g. anti-bullying week) promote the underlying themes to keep them in high profile.
- Staff and pupils are encouraged to remain vigilant about bullying.
- All stakeholders are informed about what bullying means, how to identify it and what their responsibilities are.
- This information is readily accessible to all relevant parties (e.g. through the school website.)

PROCEDURES

In the event of bullying, disciplinary measures will be applied to the pupils who bully, to demonstrate that such behaviour is unacceptable and will not be tolerated. Such measures will be applied fairly, consistently and with an awareness of any SEND considerations.
(For sanctions, refer to the school's Behaviour policy).

- Children should be encouraged to report bullying behaviour to a teacher or other member of staff.
- A worry box is kept outside the Head teacher's office as another way of alerting staff to problems.
- Each case of bullying reported should be immediately investigated and appropriate action taken.
- If there are concerns, these should be communicated to a member of the Senior Leadership team.
- If a child persists in bullying he/she should be sent directly to the Head teacher and parents actively involved.
- A bullying incident should be addressed as a child protection concern when there is "reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm." In such cases, staff should report concerns to the local authority's social care.
- If staff feel a criminal offence has been committed (e.g. under the Protection from Harassment Act 1997, the Malicious Communications Act 1988, the Communications Act 2003, and/or the Public Order Act 1986) they should seek assistance from the police.

EVALUATION

In order to assess the effectiveness of this policy the school will:-

- Monitor any confirmed incidents
- Purposefully include the topic in assemblies and appropriate areas of the curriculum
- Ensure staff awareness and training so that all are competent and confident in promoting the policies and positive relationships.

Reviewed: Sept 2024