

Anti-Bullying Policy

The ethos of the school is such that we will not tolerate any behaviour that causes offence or upset to anyone. This applies to all who have an interest in the school whether pupil, staff, parent, carer or visitor. Each member of the school community must be treated with courtesy and respect and extend the same to others. To this end, all members of the school community must be vigilant and report any incidents of bullying, for to ignore it is to condone it and this is not what we want in our school.

Bullying behaviour is often difficult to uncover because it is often done in a way hidden from those not directly involved and threats made to the child/adult if they tell others. It is important that we should not label a child 'a bully' or 'a victim' as frequently children and adults who bully others have been bullied themselves.

Definition of bullying

Bullying is "Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", March 2014)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

Forms of bullying covered by this Policy

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (e.g homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology – "cyberbullying"

Preventing, identifying and responding to bullying

We believe that bullying should always be challenged in school to ensure:

- the safety and happiness of our children – parents trust the school to keep their children safe from harm and for them to be treated with respect and learn appropriate social skills. When children are bullied their lives are made miserable and they are likely to lose self-confidence and self-esteem. Children who bully also need support to change their inappropriate behaviour
- children reach their potential – the unhappiness of a bullied child is likely to affect their concentration, learning and attendance all of which will have an impact on their achievement

- appropriate behaviour is maintained – if bullying behaviour is seen to go unchallenged then others may think it is acceptable to behave in that way.

The school community will:

- create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all
- work with staff and outside agencies to identify all forms of prejudice-driven bullying
- actively provide systematic opportunities to develop children’s social and emotional skills, including their resilience
- provide a range of approaches for children, staff and parents/carers to access support and report concerns
- challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others
- train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents)
- work with other agencies and the wider school community to prevent and tackle concerns
- celebrate success and achievements to promote and build a positive school ethos

Involvement of our children

We will:

- ensure that all children know how to express worries and anxieties about bullying
- are given the support to develop their self-esteem, social skills, empathy and respect for others
- give children the confidence to stand-up to those that treat or speak to them in an unacceptable way
- offer support to children who have been bullied and to those who are bullying in order to address the problems they have
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Liaison with parents and carers

- If a parent or carer thinks their child is being bullied they should talk to their child’s class teacher in the first instance. If they do not feel that the matter has not been resolved they should speak to the Head Teacher.
- We will:
- make sure that key information (including policies and named points of contact) about bullying is available to parents/carers
- ensure all parents/carers know about our complaints procedure and how to use it effectively
- ensure all parents/carers know where to access independent advice about bullying
- ensure that parents work with the school to role model positive behaviour for children, both on and offline

How we deal with incidents of Bullying.

If bullying is seen by a member of staff –

(First incident)

- the incident will be dealt with immediately by the member of staff who witnessed it
- the incident will be reported to the children's class teacher
- the teacher will talk to the two children involved and any witnesses – separately at first
- if deemed to be bullying this should be explained to the offender and that their actions have caused distress to the child who was bullied.
- the incident will be logged on the incident of bullying log sheet (See appendix 1)
- the incident will be discussed with the parents /carers of the children involved individually
- the Head Teacher will be informed of the outcomes and store a copy of the report
- the parents/carer's of both children will be spoken to by the teacher to explain what has happened and the action taken

If bullying is reported to a member of staff by a child or the child's parents/carers, the incident will be reported to the children's class teacher who will take action as above, ensuring they keep the complainant informed of how their investigation into the allegation is progressing.

- Further offences seen or reported or if the adult who sees the incident of bullying considers it to be of a severe nature:
- as above but carried out by the Head Teacher
- if incidents persist a Behaviour Management Plan will be set up for the offender and where necessary support from outside agencies will be sought

NB It is important that the actions of the staff managing the situation are consistent with the school's anti-bullying policy and that through their handling of an incident are not themselves perceived as bullies.

Responsibilities

It is the responsibility of:

- Governors to take a lead role in monitoring and reviewing this policy – the Head Teacher will report any incidents of bullying to the Governing Body in her Head Teachers report
- Governors, the Headteacher, the SLT, Teaching and Non-Teaching staff to be aware of this policy and implement it accordingly
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Children to abide by the policy

Policy written by: J Davenport in consultation with staff and pupils

Date approved by Governing Body: 21/09/23

Signed: Emma Cooper Chair of Governors

Signed: J K Davenport Headteacher

Review Date: Autumn Term 2024