



## **Anti-Bullying policy**

### **Rationale**

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying, both verbal and physical, will not be tolerated in this school. It is everyone's responsibility to prevent it happening and this policy contains guidelines for all members of the school community. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a *TELLING* school. This means that *anyone* who knows that bullying is happening is expected to take action to stop it. We understand that children may find it difficult to tell an adult if they are being bullied, so our preventative measures include the wider PDL strategies to build confidence and resilience.

### **What Is Bullying?**

Bullying can take many forms. The main types are:

- Physical – hitting, kicking
- Verbal – name calling, making fun of someone, racist remarks
- Sexual – peer on peer abuse
- Indirect – spreading unpleasant stories about someone, excluding someone from games.

We don't allow unkind or cruel behaviour in our school. But not all unkind behaviour is bullying. The key characteristics that turn unkindness into bullying are:

- That it is repeated and goes on over time;
- That it is deliberate, and not accidental;
- That it involves the person doing the bullying having some sort of power over the person experiencing the bullying.

### **Why is it Important to Respond to Bullying?**

Bullying hurts and may have a long term impact on the well-being of the victim. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We will respond promptly and effectively to issues of bullying.

### **Objectives of this Policy**

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.

- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.

## **Prevention**

We will use the following methods to prevent bullying from happening. These will include:

1. Using the curriculum to increase children's awareness of bullying and to help them to develop strategies to combat it. Anti-bullying Week is a chance to raise awareness.
2. The computing curriculum will teach children how to be safe online in order to combat cyber bullying.
3. Staff will ensure that pupils are well supervised at playtimes and lunchtimes.
4. Staff will ensure that children are visible on the playground by an adult at all times.
5. Staff will observe pupils' play patterns and relationships – noting children who appear isolated or unhappy and informing the class teacher.
6. Using the buddy bench for children to go to if they want someone to play with. This is intended to give children a chance to avoid being alone at playtime.
7. Making it clear to the children 'we are a telling school'. If they see any bullying they must tell a teacher. Circle times and other strategies such as feelings 'check ins', will be used to enable children to feel confident to tell an adult if they are being bullied.
8. Canvassing pupil voice to find out if children feel safe in school and taking action if concerns are raised by children or parents.

## **Signs and Symptoms**

A child may indicate by signs or behaviour that he or she is being bullied. Staff should be aware of these possible signs and they should investigate if a parent says that a child:

- changes their usual routine
- is unwilling to go to school
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- bed wetting, cries themselves to sleep at night or has nightmares
- feels ill in the morning
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

## **Procedures**

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.

Appropriate sanctions as identified within the school behaviour policy will be implemented.

Parents and carers of both parties will be informed in line with behaviour and confidentiality policies.

Appropriate support will be given to the person being bullied, immediately and on an ongoing basis as necessary.

The DSL will be informed of all bullying concerns, especially where there may be safeguarding issues. Other staff may be informed as appropriate.

If necessary, other agencies may be consulted or involved. A referral to Children's Services will be made if a child is felt to be at risk of significant harm.

A programme of support will be put in place to ensure that the bully (bullies) change their behaviour.

## **Expectations of staff**

All staff will follow these procedures and will report and cases of bullying.

A clear account of bullying incidents will be recorded on CPOMS. These will include recording details of action taken.

Staff will be alert to peer on peer abuse which may be physical or sexual, and will follow safeguarding procedures at all times.

Staff will liaise with parents and carers following any incidents in order to offer support and keep them informed of any updates.

## **Role of leadership team**

School leaders will ensure that all staff receive appropriate training in how to prevent, identify and deal with bullying.

Leaders will monitor incidents of bullying and ensure that preventative actions are in place and that follow up actions take place.

Leaders will report all bullying incidents to the Local Authority on an annual return.

Leaders will report on bullying to governors on a termly basis, including number and types of incidents.

## **Role of Governors**

Governors will undertake monitoring in school, including pupil and parent voice, to have an understanding of the effectiveness of this policy.

## **Role of Parents and Carers**

Parents should inform school if they have concerns about bullying. They can do this by contacting the school office on 02392 582403 and asking to speak to the headteacher. They can expect all concerns to be acted upon.

## **Linked policies and documents**

Behaviour policy

Relationships and Sex Education policy

Children protection and safeguarding policies

Keeping Children Safe in Education 2021

**Reviewed: January 2022**

**Date of next review: Spring 2024**

## **HELP ORGANISATIONS:**

Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)

Childline: [www.childline.org.uk](http://www.childline.org.uk)

Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)

Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)

MindEd: [www.minded.org.uk](http://www.minded.org.uk)

NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)

PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)