



## ALL SAINTS CHURCH OF ENGLAND PRIMARY SCHOOL AND SHARNFORD C OF E PRIMARY SCHOOL

### **Anti Bullying Policy**

This policy relates to the following policies:

Behaviour, Home school Agreement, Safeguarding, Equality, Safeguarding, Acceptable use of ICT, Duty of Care and (Staff ICT use).

#### **1. Statement of Intent**

In line with its Christian foundation this school believes that:

- Bullying violates the value that each child and adult has before God.
- Bullying is undesirable and unacceptable.
- Bullying is a problem to which solutions can be found.
- Seeking help and openness are regarded as signs of strength not weakness.
- All members of our community will be listened to and taken seriously.
- Everyone has the right to enjoy and achieve in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- Children and young people should talk to an adult if they are worried about bullying and have a right to expect that their concerns will be listened to and treated seriously.
- We all have a duty to work together to protect vulnerable individuals from bullying and other forms of abuse.

The PSHE lead and governor for anti-bullying are responsible for promoting and working with all staff to ensure bullying is kept to a minimum and where possible not tolerated in our school and dealt with quickly. On a recent All Saints Ofsted report it said

“Pupils have a secure understanding of bullying and report it when it happens. The school deals with any bullying issues quickly.”

On a recent Sharnford Ofsted report, inspectors noted:

'Pupils say that any bullying is very rare and, if anyone is unkind, staff attend to it quickly and fairly.'

We believe in tackling bullying by encouraging an environment where each person is valued and can develop without fear.

## **2. Definition of Bullying**

Bullying is the intentional action taken by an individual or a group of people against another individual or group. This action is usually repeated overtime causing physical or emotional hurt. Bullying is different from other kinds of unacceptable behaviour e.g. friendship fallouts or one-off incidents. It is described as several times on purpose.

Bullying can be:

- Racial.
- Religious.
- Cultural.
- SEND or disabilities.
- Appearance
- Health.
- Related to home circumstances.
- Sexual orientation.
- Sexist
- Transgender/Transphobia

Bullying behaviour can be:

- Verbal abuse – threats, insults, teasing, name calling, ridiculing, belittling.
- Physical abuse – hitting, pushing, gesture, damage to or stealing other peoples' belongings.
- Relational - Intention to exclude from a group, spreading rumours.
- Extortion.
- Harassment.
- Cyber – bullying – use of communication technologies via mobile phones/ computer/internet to carry out some of the above.

The Equality Act 2010 makes sure that people with particular characteristics are protected from discrimination. It is your right that you should not experience prejudice based on these 9 specific areas of age, disability, gender reassignment, marriage and civil partnership, pregnancy, and maternity, race, religion or belief, sex and sexual orientation.

## **3. Aims and Objectives**

Pupils at All Saints and Sharnford Primary School will be educated in an environment, which promotes high standards of teaching and learning. In order to achieve a good working environment, our school expects high standards of behaviour throughout the school day. When pupils have problems, they must feel confident to tell an adult and know what action will be taken.

Bullying is the planned desire to hurt, upset, threaten or frighten someone else repeatedly. Bullying is anti-social behaviour and affects everyone. It is unacceptable and will not be tolerated. Only when issues of bullying are addressed will all pupils be able to fully benefit from the opportunities available at school.

Doing nothing is the worst reaction to being told about bullying. It causes the targets more pain, without resolving their problems and may suggest tacit approval to the child with bullying behaviour. Everyone at All Saints and Sharnford Primary School is committed to ensuring that all who meet and work on our school premises will feel safe and secure.

All staff within school regardless of their role will be issued with a guidance handout and training relating to bullying, recognising a cry for help and dealing effectively with any child who has reported an incident. All staff are committed to ensuring that all pupils feel safe at school and that their concerns are being addressed and validated.

It is recognised that the Head Teacher and Local Advisory Board have a statutory responsibility for school behaviour and discipline, but that all members of the school community accept collective responsibility for the successful implementation of this policy, including the pupils themselves.

#### **4. Practice and Procedures**

##### **A. What we do to prevent bullying**

Everyone involved in our school community must take responsibility for preventing and tackling bullying behaviour.

Our staff will:

- foster in our pupils' self-esteem, self-respect and respect for others;
- demonstrate by example the high standards of personal and social behaviour we expect of our pupils;
- discuss bullying behaviour with all classes and recognise the importance of telling a teacher or classroom assistant about bullying behaviour when it happens;
- be alert to the signs of distress and other possible indications of bullying behaviour and keep a record of these;
- Listen to children who have been targeted, take what they say seriously and act to support and protect them;
- be aware of non-verbal clues which our pupils may exhibit when dealing with specific adults or others within the school community;
- report suspected cases of bullying behaviour (including Cyber-bullying) to the Head of School
- follow up any complaint by a parent about bullying behaviour, and report back promptly and fully on the action which has been taken;
- deal with observed instances of bullying behaviour promptly and effectively, in accordance with agreed procedures

Our pupils will:

- refrain from becoming involved in any kind of bullying;
- intervene to protect the pupil who is being targeted if this is possible;
- report to a member of staff any witnessed or suspected instances of bullying behaviour, to dispel any climate of secrecy and help to prevent further instances. Anyone who becomes the target of bullying behaviour should not suffer in silence.

The school ethos should support individuals to speak out or give non-verbal clues, to put an end to their suffering and that of other potential targets.

Peer led interventions will be put in place by the school. Children will be offered break out rooms or a safe space during playtimes and lunchtimes so they feel safe.

Our parents' will

- watch for signs of distress or unusual behaviour in their children which might be

evidence of bullying;

- talk to their child about `telling` a responsible adult about what is happening;
- be vigilant about the reactions of their children to different pupils or staff and report these concerns on to the class teacher first.
- monitor their child's use of information communication technologies in an appropriate manner (e.g. be alert to the child appearing upset after using a mobile 'phone).
- be sympathetic and supportive towards their children, and reassure them that appropriate action will be taken;
- keep a written record of any reported instances of bullying;
- inform the school of any suspected bullying, even if their children are not involved;
- co-operate with the school, if their children are accused of bullying behaviour, try to ascertain the truth, and point out the implications of bullying behaviour, both for the children who are targets and for the instigators themselves

Governors will:

- Be fully informed on matters concerning anti-bullying.
- Regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy.
- Identify one governor to lead on anti-bullying within school leadership.

**We work to reduce the frequency of bullying in the following ways:**

- Promote the Christian values of the school emphasising the importance and value of individuals.
- Emphasise and behave in a respectful and caring manner to children/young people and colleagues, to set a good tone and help create a positive atmosphere.
- Implement a positive behaviour policy of Restorative Justice which identifies a range of behaviours, expectations and consequences. 'Be Ready, Be Respectful, Be Safe.'
- Anti – bullying week is accessed fully by all children, assembly and activities relevant to the theme are explored in class.
- Raise awareness of bullying through Collective Worship, RE, activities, stories, role-play, discussion, school council, SCARF etc.
- Provide ongoing inset on anti- bullying and behaviour management via Restorative Justice for all staff including teachers, support staff and lunchtime staff
- Emphasise respect and appropriate behaviour, respect, diversity and equal opportunities in our Home/ School agreement.
- Use the curriculum to teach children about safety, team work, co-operative behaviour, bullying, respect e.g. SCARF, Life Caravan visits, Warning Zone, Residentials.
- Teach children about e safety and communicate this to parents/carers via Facebook, our website, the newsletter and meetings.
- Educate our children about cultural diversity through SCARF, Collective Worship, RE and visits and visitors.
- Monitor incidents of poor behaviour and bullying.
- Children are taught: STOP

<b>Several</b>	<b>Start</b>
<b>Times</b>	<b>Telling</b>
<b>On</b>	<b>Other</b>
<b>Purpose</b>	<b>People</b>

We explain this to the children as 'Several Times On Purpose' and encourage the children to 'Start Telling Other People'. We have signs in each classroom showing these. This and other posters are displayed around the school.



## **B. Reacting to a specific incident**

### **Recording**

All incidents, either in or out of class will be recorded by the school via ARBOR which will notify the Head of School and EP. The Head of School will take responsibility for ensuring that the record is updated as necessary throughout an investigation. Parents of all children involved will be informed of what has happened, and how it has been dealt with. All discussions and actions relating to the incident will be documented and recorded on ARBOR.

### **Dealing with an Incident**

- Whenever a bullying incident is discovered/ reported it will be taken seriously and actioned
- We aim to create an atmosphere where students feel that they will be listened to, sensitivity will be shown and swift action taken.
- We also aim to provide safety for the person being bullied or the person reporting a bullying incident. They will be kept aware of how the procedure is progressing and how their incident is being dealt with.
- **Safeguarding procedures will be followed when child protection concerns arise.**
- School has the power to impose a range of sanctions against pupils who are involved in bullying incidents outside of school and will look at each case individually.
- Where a criminal offence may have been committed, appropriate staff will inform the police

### **What do I do if I am being bullied?**

- Tell your Class teacher, Teaching Assistant or another adult in school
- They will then write an account or statement about the incident.
- This will then be shared with the suspected instigator's class teacher and the Head of School
- Depending on the nature of the incident the victim and the suspected instigator might be brought together by the Class teacher and the incident talked through. If it is felt appropriate then sanctions will be used
- Parents will then be informed of the situation and this will be logged on ARBOR
- Once the incident has been dealt with the situation will be monitored to ensure the bullying behaviour has not resumed.
- If the bullying behaviour is seen to be continuing then the process will begin again with further sanctions in line with the behaviour policy.

### **What do I do if I am a member of staff experiencing bullying?**

Bullying or intimidation either by other members of staff or by a parent is unacceptable.

- If the incident involves a parent, draw the situation to a close. Calmly and firmly say that you would like to involve a senior member of staff to help to resolve the issue.
- Make a written record of any incidents of bullying behaviour.
- Report it to a member of the Senior Leadership Team or to your Governor representative.
- If necessary, report the incident to your union representative.

**What do I do if I witness bullying?** All members of the school community are expected to report any issues of bullying behaviour if they are aware of it.

### **Action to be taken when bullying is suspected:**

If bullying is suspected we talk to the suspected target, the instigator and any witnesses. Help and support will be given as is appropriate to both the suspected victims and the instigators. If any degree of bullying is identified, the following action will be taken: - We support the suspected targets in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or another adult if they choose.
- Informing the suspected victims' parents/carers.
- By offering continuing support when they feel they need it.

We also discipline (see sanctions), yet try to help the instigators in the following ways:

- By talking about what happened, to discover why they became involved.
- Informing the instigators' parents/guardians.
- We continue to work with the instigators in order to eradicate prejudiced attitudes as far as possible.

### **Advice for Parents of Child Who Is Bullying:**

If your child is displaying bullying behaviour, they could be copying other people at home or at school; or perhaps they haven't learned better ways of mixing with their friends. Friends may be encouraging bullying behaviour, or your child may be going through a difficult time and acting out aggressive feelings.

To stop your child displaying bullying behaviour:

- explain to your child that what they are doing is unacceptable and making other children unhappy.
- show your child how they can join in without displaying bullying behaviour.
- see your child's teacher to talk about how you can work together to stop your child displaying bullying behaviour.
- check regularly with your child about how things are going at school.
- give your child lots of praise when they are co-operative and kind to other people.

### **Sanctions: will be in line with the school's behaviour policy**

- **1st Incident** – Both parties called together, explanation why the inappropriate behaviour is unacceptable, parents informed, mentoring and monitoring of situation.
- **2nd Incident** –parents informed of the school's concerns, appropriate sanctions proportional to incident for bullying behaviour, mentoring and monitoring of situation.
- **Further incidents** - Meeting with the head of School, staff and parents.

**Recording:**

All incidents of bullying should be logged on ARBOR, notifying the class teacher and the Head of School.

**Monitoring:**

All incidents will be monitored by the Head of School. The information will identify any trends or patterns and will ensure any areas of need are put in place.

Staff will be made aware of any pupils whose behaviour is being monitored to ensure vigilance at play times/lunch times etc.

Incidents will be logged and monitored on a termly basis by the Head Teacher.

The information will be given to the Governing body each term as part of the Head Teachers Report.

**Evaluating:**

The Class Teacher and/or the Head of School will evaluate the incident, as soon as possible, but within 1 day of being reported.

**Review of the Policy**

Parents will be consulted at least annually on the effectiveness of the policy using the parental questionnaire. Children will have the opportunity to express their views through the school council and also the pupil questionnaire.

The policy will be reviewed every year and the working group will include parents, Governors, staff and pupils.

This policy is the result of a process of consultation with pupils, staff, Governors and parents.

This policy was agreed by the Safeguarding Committee on:

and will be reviewed every two years.

Signed: \_\_\_\_\_  
Mrs J Gatén, Chair of Governors.