



## Anti-Bullying Policy

<b><u>Review Programme:</u></b>	
<b>Policy adopted:</b>	<b>Autumn 2022</b>
<b>Date for next review:</b>	<b>Autumn 2025</b>
<b>Signed – Headteacher:</b>	<b>Lawrence Lee</b>
<b>Date:</b>	<b>21<sup>st</sup> October 2022</b>
<b>Anti-Bullying Lead Teacher:</b>	<b>Jason Cader</b>
<b>Anti-Bullying Lead Governor:</b>	<b>Katherine Wilson</b>

## **This policy is to be read in conjunction with our Positive Behaviour Policy.**

### **Aim**

Sketchley Hill Primary School has a 'duty of care' towards its pupils with regard to bullying. This duty of care includes protecting pupils from harm from bullying.

This policy takes full account of the school's legal obligations under Education and inspection act 2006 (incorporating new and existing provisions)

### **Aims of the Policy**

- To assist in creating an ethos in which attending school is a positive experience for all members of the school community.
- To make it clear that all forms of bullying are unacceptable at school.
- To enable everyone to feel safe while at school and encourage pupils to report incidences of bullying.
- To deal effectively with bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support bullies to change their attitudes as well as their behaviour and understand why it needs to change.
- To liaise with parents and other appropriate members of the school community.
- To ensure all members of the school community feel responsible for combating bullying.

### **Objectives**

- To ensure all parents and pupils have received and had opportunity to comment upon the school anti-bullying policy.
- To maintain and develop effective listening systems for pupils and staff within the school.
- To involve all staff in dealing with incidents of bullying effectively and promptly.
- To equip all staff with the skills necessary to deal with bullying.
- To involve the wider school community (e.g. midday supervisors) in dealing effectively with, and if necessary referring, bullying incidents.
- To communicate with parents and the wider school community effectively on the subject of bullying.
- To acknowledge the key role of the class teacher in dealing with incidents of bullying.
- To ensure that all incidents of bullying are recorded and appropriate use is made of the information and where appropriate shared with relevant organisations.

### **School Targets**

Our school targets are as follows:

- To ensure all governors, parents, pupils, teaching and non-teaching staff have seen and had the opportunity to discuss the policy.

- To ensure all staff are familiar with procedures for reporting incidents.
- To ensure all incidents of bullying are recorded.
- To ensure bullying incidents are recorded and monitored.
- To resolve situations involving threatening and aggressive behaviour.
- To ensure all staff deal sensitively with all types of bullying and are supported in doing so by the Leadership Team and the Headteacher

## Definition of Bullying

Bullying can be defined in a number of ways. We follow the STOP message: Several Times On Purpose. The Anti-Bullying Alliance definition of bullying is; ***"The repetitive, intentional hurting of one person or group, by another person or group, where the relationship involves an imbalance of power. It can happen face or face or online"***

Bullying can take many forms and it may not be easy to recognise. To make things a little easier, bullying usually has these common features:

**INTENT** - it is deliberate!

**REPEATED** - it happens more than once!

**HARMFUL** - it causes physical or emotional damage!

**POWER IMBALANCE** - it is difficult for those being bullied to defend themselves

Bullying has been described by pupils as:

- persistent name calling
- persistent teasing
- physical abuse e.g. hitting, pushing, pinching or kicking
- having personal possessions taken e.g. bag or pencil case
- receiving abusive text messages or e-mails
- being forced to hand over money
- being forced to do things they don't want to do
- being ignored or left out
- being attacked in any way due to religion, gender identity, sexuality, disability, appearance or racial or ethnic origin.

## Specific Examples of Bullying

**Racist bullying** – an incident which is perceived to be racist by the victim or any other person. This can be in the form of:

- verbal abuse, name calling, racist jokes, offensive mimicry
- physical threats or attacks
- wearing of provocative badges or insignia
- bringing racist leaflets, comics or magazines
- inciting others to behave in a racist way
- racist graffiti or other written insults, even against food, music, dress or customs

**Sexual bullying** – this is generally characterised by:

- abusive name calling
- looks and comments about appearance, attractiveness, emerging puberty
- inappropriate and uninvited touching
- sexual innuendos and propositions
- pornographic material, graffiti with sexual content

**Sexual orientation** – this can happen even if the pupils are not lesbian, gay or bisexual. Just being different can be enough. This can be in the form of:

- use of homophobic/biphobic language
- looks and comments about sexual orientation or appearance.

**Gender identity** – this relates to bullying in connection to gender and gender stereotyping.

**SEN or disability** – These pupils are often at greater risk of bullying. This can be characterised by:

- name calling
- comments on appearance
- comments with regard to perceived ability and achievement levels.

**Cyber/Text bullying** – this is on the increase and can involve pupils receiving threatening or disturbing messages from possibly anonymous callers.

**Appearance or health conditions** – bullying because of their physical appearance or a health condition for example, a disfigurement, a traumatic injury, severe skin condition.

**Home circumstance** – bullying based on a person's living arrangements, for example, young carers, and children in care.

### **Bullying outside the school premises**

Sketchley Hill Primary School is not responsible for bullying that occurs off the premises but we know that bullying can occur outside the school gates and on journeys to and from school. The bullying may be done by students from our own school, from other schools or by people who are not at school at all. Where a parent or child tells us of bullying off the school premises we will talk to the students about how to avoid or provide support through school mentoring. We will support parents, staff and children by:

- Plan appropriate PSHE sessions in school
- Hold assemblies/meetings to discuss the incident
- Work with the local community police officer.
- Talk to the Headteacher of other schools

## **Sketchley Hill Primary School Statement of Intent**

Our school believes that:

- 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 the school community will be listened to and taken seriously.
- Everyone has the right to work and learn in an atmosphere that is free from fear.
- All of us have a responsibility to ensure that we do not abuse or bully others.
- 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.
- Young people should be involved in decision making about matters that concern them.
- We all have a duty to work together to protect vulnerable pupils from bullying and other forms of abuse.

### **School behaviour and relationships within the school community**

We recognise that all adults in the school are in effect role models for the pupils. The way in which we behave towards each other and to pupils is particularly important in terms of providing positive role models. Therefore, as adults we must:

- show respect for every pupil and other colleagues within the school community as individuals
- be aware of vulnerable pupils and staff
- criticise the behaviour rather than the pupil
- avoid favouritism
- be seen to be fair
- avoid labelling
- have high expectations of pupils
- never give pupils ammunition to use against each other
- actively seek to develop a praise culture within the school.
- all staff must adhere to the school Code of Conduct.

Students also have a responsibility to role model appropriate behaviour for their peers.

We therefore believe that all pupils must:

- show respect for fellow pupils and adults working within the school community
- support and be sensitive to others when they may be feeling vulnerable
- actively seek to develop a praise culture within the school
- actively support the school anti-bullying policy
- take responsibility for their own behaviour

## **Procedures and Dealing with Incidents – A Whole School Approach**

### **Role of pupils in recording a bullying incident**

Follow the school guide to reporting and dealing with bullying incidents. (See Appendix 1 for Anti-Bullying Immediate Response Chart)

### **Guidance for parents**

#### **If your child has been bullied:**

- Calmly talk with your child about his/ her experiences.
- Make a note of what your child says including who was involved, how often the bullying has occurred, where it happened and what happened.
- Reassure your child that he/ she has done the right thing to tell you about the bullying.
- Explain to your child that should any further incidents occur he/she should report them to a teacher immediately.
- Make an appointment to see your child's teacher either directly in the playground or through the School Office.
- Explain to the teacher the problems your child is experiencing.

#### **When talking with teachers about bullying:**

- Try to stay calm and bear in mind that the teacher may have no idea that your child is being bullied or may have heard conflicting accounts of an incident.
- Be as specific as possible about what your child says has happened, give dates, places and names of other children involved.
- Make a note of what action the school intends to take.
- Ask if there is anything you can do to help your child or the school.
- Stay in touch with the school and let them know if things improve as well as if problems continue.

#### **If your child is bullying others:**

- Talk with your child and explain that what he/she is doing is unacceptable and makes other children unhappy.
- Discourage other members of your family from bullying behaviour or from using aggression or force to get what they want.
- Show your child how he/ she can join in with other children without bullying.
- Make an appointment to see your child's teacher and explain the problems your child is experiencing as well as discussing how you can work together to stop him/ her bullying others.
- Regularly check with your child how things are going at school.
- Give your child lots of praise and encouragement when he/ she is co-operative or kind to other people.

## **Role of staff**

- Teachers will record any incidents of bullying in the classroom Incident Folder.
- The folder will be monitored by P. Campbell (Headteacher) and J. Cader (Deputy Headteacher/Anti-Bullying Lead)
- If bullying continues despite previous intervention (observation of children, discussion with children involved the next step will be a joint meeting with a member of the senior leadership team, parent, teacher and students (where appropriate).
- Follow the school guide to reporting and dealing with bullying incidents. (See Appendix 1 for Anti-Bullying Immediate Response Chart)

## **Strategies to Reduce Bullying**

The school will adopt a range of strategies to prevent and reduce bullying, to raise awareness of bullying and support victims and bullies. Including:

- Co-operative group work.
- Circle Time.
- Nurture Group Support
- Friendship stop
- Midday supervisor training.
- Behaviour system
- Buddy systems.
- PSHE Cambridgeshire programme.
- Self-esteem group – positive people

## **Support for Pupils who Experience Bullying**

If you are being bullied

- Move away from the bully as quickly as possible e.g. to another part of the playground.
- Tell an adult or somebody you trust what has happened straight away. (STOP –Start Telling Other People).
- Try to stay calm and look as confident as you can.
- Be firm and clear – look them in the eye and, if possible, tell them to stop and tell them how you feel.

After you have been bullied

- Tell a teacher or another adult you trust within school.
- Tell your family.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Keep on speaking until someone listens and does something to stop the bullying.
- Don't blame yourself for what has happened

When you are talking to an adult about bullying, be clear about:

- What has happened to you.
- How often it has happened.
- Who was involved.
- Who saw what was happening.
- Where it happened.
- What you have done about it already.

If you experience bullying by mobile phone text messages or e-mail

- Tell a friend, parent or teacher.
- Be careful who you give your mobile phone number or e-mail address to.
- Make a note of exactly when a threatening message was sent.

For contacts and details of where to seek help outside school see appendix.

### **Monitoring Arrangements**

This policy will be evaluated and updated where necessary bi-annually by the whole school. The views of pupils and staff will be used to make changes and improvements to the policy on an ongoing basis.

(This may initially show a rise in bullying due to awareness being raised.)

After the bullying the child's needs will be evaluated and if appropriate counselling will take place in the form of our Behaviour Mentor with the possibility of joining in nurturing and self-esteem activities on a regular basis. Teachers will ensure that children will have regular circle time with time to talk about their feelings.

The children involved will be regularly monitored to ensure bullying does not reoccur.

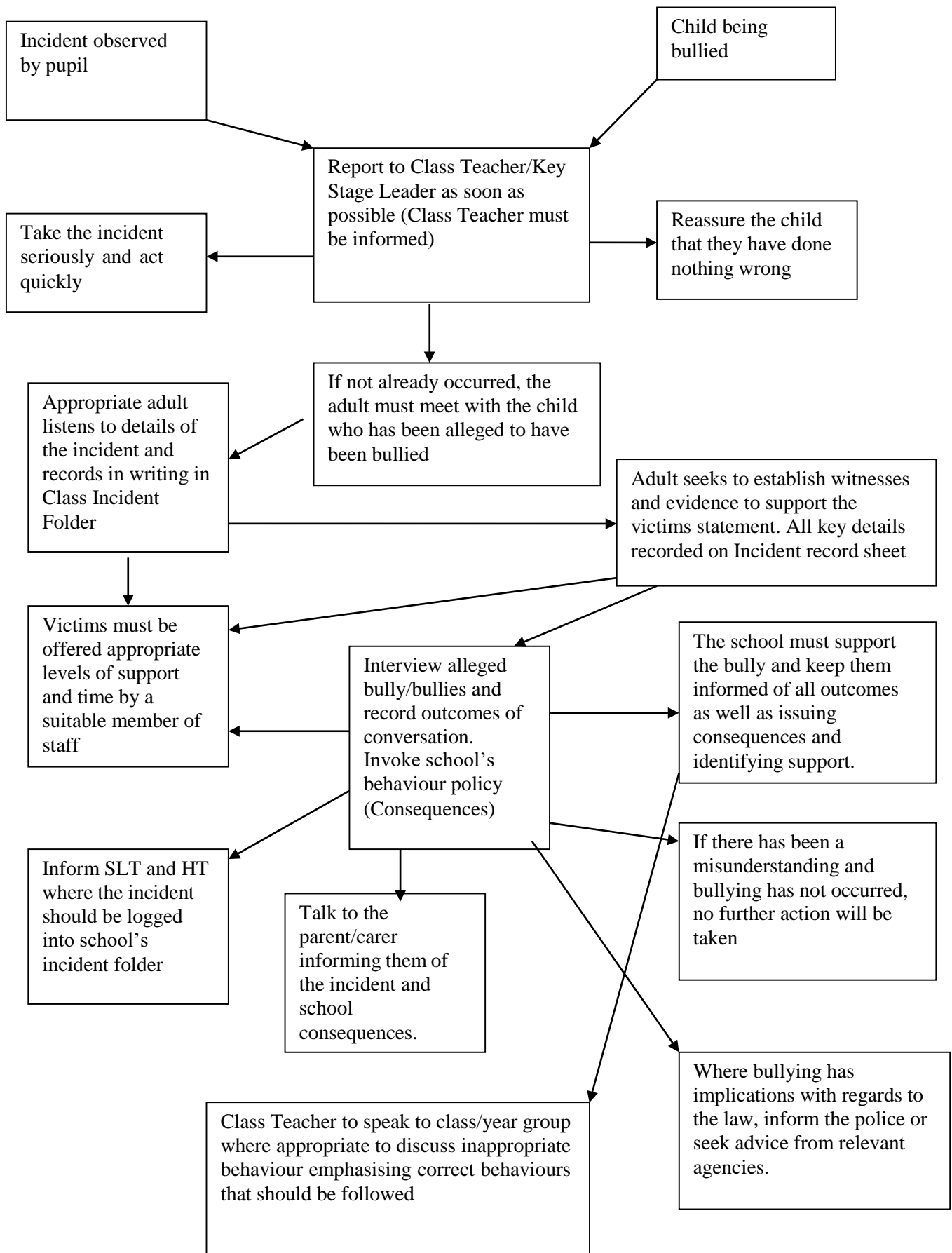
### **Appendices**

App 1 Anti-Bullying Immediate Response Chart

App 2 Local and national contacts



## APP 1: Anti-Bullying Immediate Response Chart



## **App 2.**

### **Local and National Contacts**

#### **Local Contacts**

Staff training and inset – PSHE & Citizenship Team

#### **National Contacts**

##### **Telephone Numbers**

##### **Childline**

Telephone number 0800 1111

(Open 24 hours a day)

For children who are deaf or hard of hearing textphone service 0800 400222

##### **NSPCC**

Telephone number 0808 800 5000

A registered charity dedicated to stopping cruelty to children

##### **Kidscape**

Telephone number 020 7730 3300

(Bullying councillor available Monday - Friday 10.00am-4.00pm)