

# **St Anne's C E Primary School and Nursery**

*You are the Light of the World*



# Anti-Bullying Policy

**Adopted by Governors: 8<sup>th</sup> December 2020**

**Reviewed: December 2023**

**Next Review: December 2026**

**Purpose:** To ensure that the school community as a whole acknowledges the seriousness with which we take any acts of bullying and the steps we will take to make sure that incidents are dealt with effectively, consistently and are kept to an absolute minimum

## **ALWAYS TELL - IF WE KNOW ABOUT IT WE WILL DEAL WITH IT**

Bullying of any kind will not be tolerated in our school. Bullying makes pupils unhappy and unable to concentrate fully on their work. All incidents will be taken seriously and investigated thoroughly. All members of staff know that bullying takes place in all schools and we work to create a supportive climate in which any incidents can be reported and dealt with quickly and effectively.

### **DEFINITION**

**Bullying is deliberately hurtful behaviour, usually repeated or sustained over a period of time.**

Bullying can be

- Physical – hitting, kicking, taking belongings
- Making a fool of someone
- Verbal – name calling, insulting, homophobic, sexual or racist remarks
- Indirect – spreading nasty stories about someone, excluding someone from social groups
- Online bullying – using ICT such as mobile phones or the internet to upset someone deliberately

**BUT it is not bullying** when two children / young people of approximately the same age and strength have the occasional fight or quarrel.

**The aims of this policy are:**

- To raise awareness of the nature and the impact of bullying.
- To promote a consistent approach towards identifying, challenging and responding to bullying
- To encourage all settings to promote a culture of openness to enable the existence of bullying to be acknowledged
- To promote the understanding that the management of bullying is the responsibility of us all
- To listen to children and young people and to take seriously what they tell us about bullying

- To ensure children and young people are aware that any concerns they have about bullying will be dealt with sensitively and effectively

## **PREVENTION**

We aim to provide an environment where children can grow in confidence and self-esteem. Issues of behaviour and bullying are discussed openly in the classroom, in collective worship, in PSHE and citizenship education, in role play and story, circle time and school council, through the curriculum and informally. Children are taught strategies to build resilience and the ability to deal with unwanted behaviours or attention from others in a positive way and by learning to say "Stop, I don't like that".

Children are taught that they can and should always tell about bullying. As children do not always tell when they are being bullied, staff will use their knowledge of pupils to identify changes in their behaviour that might indicate bullying and will listen to any concerns expressed by parents.

## **PROCEDURES**

Every member of staff will deal with reported cases as soon as they arise, seeking advice from senior staff where necessary. Bullying incident forms are kept in the DHT's office.

### **The steps to addressing incidents:**

1. Bullied child, with support of adult, will tell bully they don't like what he/she is doing. THIS IS A CRUCIAL FIRST STEP. The incident will be recorded and categorised as a 'one-off'. As this is a first stage, it is not treated as official "bullying" but logged for reference.
2. If repeat incidents or other bullying behaviour occurs, parents/carers of bully and bullied will be informed of issues. Bully removed from classroom/playground/lunch hall for fixed period. The incident will be recorded as repeat bullying.
3. Meeting with parents/carers. Bully removed from classroom/playground/lunch hall for a further and longer fixed period. Incident again recorded as repeat bullying.
4. HT/DHT to consider issuing an internal exclusion (bully isolated from victim and rest of the class for a period of time, situation noted on pupil's file and letter sent to parents).
5. HT/DHT to discuss with class teacher and SEND/ Inclusion lead the potential need to provide strategies to address bully's behaviour. Possible referral to Inclusion and Safeguarding Practitioner for the bully or bullied. Incident is again recorded as repeat bullying.
6. Headteacher to consider issuing a fixed-term exclusion. Support from outside agencies sought. A further incident is recorded as repeat bullying.

### **Equal opportunities, inclusion and access**

All pupils will be treated fairly and equally regardless of their race, colour, national or ethnic origin, gender, disability, religion or belief (including non-belief), and sexual orientation.

The curriculum is planned to be inclusive and meet the needs and interests of a full range of learners. Activities and resources will be differentiated, and adult support used to ensure that children assess the curriculum and make the best possible progress.

### **The role of the Headteacher**

It is the role of each Headteacher to implement the school's anti-bullying strategy and to ensure that all staff, both teaching and non-teaching, are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on

request. The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in school. The Headteacher does this at suitable moments, e.g. at the beginning of a term, after an incident, during anti-bullying week or through an assembly, for example.

The Headteacher/DHT record any bullying incident as such. This is to monitor frequency and types of incidents and the pupils involved.

The Headteacher/ DHT ensures that all staff receive sufficient training so they are equipped to deal with all incidents of bullying. The Headteacher/ DHT set the school climate of mutual respect and praise for success, so children feel important and are part of a friendly, welcoming school and therefore bullying is less likely.

### **The role of the Governors**

The governing body support the Headteacher in all attempts to eliminate bullying from our school. The governing body monitors all incidents of bullying that occur and reviews the effectiveness of the policy each year and/or as situations dictate. The governing body will deal with any complaint from a parent/carer in line with the school Complaints Policy.

### **The role of the teachers**

We all take bullying very seriously. If we come across an incident of bullying, we will deal with the situation by taking the incident seriously. We will follow the school's Anti-Bullying Policy. We can talk to a senior member of staff about any concerns that we have. We all aim to establish a nurturing and caring environment in our classrooms. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying. We use class forums circle times, PSHE (Personal, Social and Health Economic) and learning skills to talk about bullying and its impacts.

We will teach the children to recognise bullying and how this is different to rough play/falling out with people. The role of teaching assistants and other staff who work in school **All staff** must be alert at all times both inside and outside the classroom, particularly at playtimes and lunchtimes. Support staff must inform children's class teachers of any incidents they have witnessed and tell them what action was taken.

### **The role of parents and carers**

Parents and carers who are concerned that their child might be being bullied, or suspect their child is bullying, should contact their child's class teacher immediately. It is always best if these situations are dealt with as soon as they occur.

### **Dealing with incidents of bullying.**

#### **Children – if you have been bullied:**

- Tell a teacher or another adult in school.
- If you are scared to tell a teacher or adult on your own, ask a friend to go with you.
- Tell your family.
- Children will be helped to deal with bullying and taught what to do if they are bullied.
- Tell the bully to stop
- Get away from the situation as quickly as possible
- Keep on speaking until someone listens
- When you tell, say clearly what happened, who was involved, who saw it happening
- If the bullying does not stop straight away, tell again and keep telling until it is sorted out

#### **Children who see bullying happening can help stop it by:**

- Not allowing someone to be deliberately left out of a group
- Not smiling or laughing at bullying behaviour
- Telling a member of staff what is happening
- Telling the bully to stop what they are doing
- Encouraging the victim to join in with games and activities

## **Parents and families**

### **Parents and families have an important part to play in helping schools deal with bullying.**

- Be aware of changes in your child's behaviour that may be symptoms of bullying.
- Contact the class teacher if you are worried.
- If you have further concerns contact the Headteacher or Deputy Headteacher.
- Monitor your child's use of the internet, especially on social networking sites or chat rooms. Remember most social networking sites (including Facebook) are for age 13+ only. UK Safer Internet Centre ([www.saferinternet.org.uk](http://www.saferinternet.org.uk)) offers advice and resources to help tackle cyberbullying. The centre is co-ordinated by a partnership of three leading organisations:  
Childnet International  
South West Grid for learning  
Internet Watch Foundation.

For bullying outside school and not on school business, the school may intervene and possibly sanction a pupil (including internal exclusion/fixed term exclusion) if there is a clear link between that bullying behaviour and maintaining good behaviour and discipline among the pupil body as a whole. This will be a matter of judgement for the Headteacher/Deputy Headteacher.

## **ADVICE FOR PARENTS**

### **IF YOUR CHILD HAS BEEN BULLIED**

- Talk calmly to your child about what has happened.
- Reassure your child that s/ he has done the right thing to tell you.
- Explain to your child that s/he should tell the teacher about any further incidents immediately.
- Talk calmly to the class teacher about the problems your child is having. Bear in mind that the teacher may not know anything about the incident or may have heard conflicting accounts.
- Stay in touch with school. Let us know as things improve as well as if problems continue.

### **IF YOUR CHILD IS BULLYING OTHER CHILDREN**

Often parents are not aware that their child is involved in bullying.

Children sometimes bully because:

- they don't know it is wrong
- they are copying older brothers or sisters, or someone they admire
- they have not learnt other ways to mix with their school friends
- they are going through a difficult time and are acting out aggressive feelings

### **You can help your child to stop bullying.**

- Talk with your child. Explain that what s/he is doing is unacceptable and makes other children unhappy.
- Discourage your child from using bullying behaviour or aggression at home or elsewhere.
- Show your child how to cope with difficult situations without using aggression.
- Show your child how to join in with other children without bullying.
- Keep in touch with school to see how things are going.
- Give lots of praise and encouragement every time your child is co-operative or kind to other people.

This policy should be cross referenced with the following school policies

- Safeguarding policy
- Complaints Procedure
- Behaviour Policy
- Special Educational Needs
- Health and Safety
- Sex and Relationships Education Statement
- Photography and the use of other technology

- Equal Opportunities
- E-safety

**Further sources of support can be obtained from:**

**Youthline: 0800 096 1425**

Free (apart from mobiles) confidential helpline for young people, the number will not show up on your parents phone bill.

Mon – Thursday 4pm – 10pm

Friday 4pm-7pm

[www.youthcomm.org.uk](http://www.youthcomm.org.uk)

**BBC website 'Bullying'** has links to other sources of help and information and interactive sites for children.

[www.bbc.co.uk/schools/bullying](http://www.bbc.co.uk/schools/bullying)

**Bully Online**

<http://www.successunlimited.co.uk>.

**Childline**

Freepost 1111

London

N1 OBR

Freephone: 0800 1111

**Kidscape**

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

Advice line for parents and children

**National Child Protection Helpline (NSPCC)**

Free phone: 0800 800 500

A 24-hour helpline for anyone concerned about a child at risk of abuse (including bullying), including children themselves