

West Haddon Endowed C of E School

Policy Document

ANTI-BULLYING POLICY

‘Where Happiness Promotes Success’

OUR SCHOOL VISION

To ensure every child leaves our school with an outstanding education and the values and character to live life in its fullness, contributing positively to society.

Jesus said: I have come in order that you might have life-and life in all its fullness. John 10:10

Our current Mission Statement

We are proud of the Christian love and care which we extend to all our children, staff, parents and the local community. Standards of teaching and learning reflect our high expectations of achievement. Christian values are at the core of our school family.

Prepared by:	Anti-bullying Lead	First Issued:	December 1995
Approved by:	Headteacher	Last reviewed:	November 2024
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School Statement on Bullying

As a school we take bullying seriously and we are committed to providing a caring friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable and it will not be tolerated at our school. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a loving and welcoming community. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this. This policy takes account of the Flourishing for All: Anti-Bullying Guidance for Church of England Schools (2024).

1.Aims and purpose of the policy

- To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where all members of the school community understand what bullying is and that bullying is not acceptable.
- To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

2.Links with other Policies and Practices

- Child's anti bullying leaflet
- Behaviour Policy
- Equality Policy
- Acceptable Use policy
- Attendance policy
- Sex education policy
- Staff code of conduct
- Safeguarding policy
- Whistleblowing policy

3.Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986

4. Responsibilities

It is the responsibility of:

- The headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- Senior Leader responsible for anti-bullying is Mrs Jo Brinklow.
- Governors to take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to abide by the policy.

5. Definition of Bullying

Bullying is hurtful, unkind or threatening behaviour which is deliberate and **repeated over time**. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia)
- Damage to personal property
- Threat with a weapon
- Theft or extortion
- Persistent Bullying

Bullying can be based on any of the following things:

- Race (racist bullying)
- Sexual orientation (homophobic, biphobic, LGB/GQ)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people (Including Children looked after or adopted)

Bullying is recognised by West Haddon Primary School as being a form of child on child abuse.

- Abuse is abuse and it should never be tolerated or passed off as “banter”, “just having a laugh” or “part of growing up”.
- We recognise that even if there are no reports of bullying, it does not mean it is not happening and it may be the case that it is just not being reported.

- All victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

6. Signs and Symptoms

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

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide / self-harm or runs away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is receive

This list is not exhaustive.

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

7. Reporting Bullying

We are a TELLING school this means that anyone who knows or suspect that bullying is happening is expected to tell the staff. Children are encouraged to follow the advice given in the 'STOP' leaflet. Appendix one.

- All staff have a duty to challenge all types of bullying, report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying via CPOMs or a pink form located in the staffroom.
- The Senior Leadership team and the Headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.
- Parents/carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents and carers should support their child to report the bullying to a member of staff.

8. Our Advice to Parents

As the parent/carer of a child whom you suspect is being bullied-

1. Encourage your child to always speak to an adult in school about their concerns.
2. Take a note of the concerns that your child is raising as well as the impact on your child.
3. Consider if concerns raised are related to friendship issues or are more concerning.
4. If you suspect that your child is being bullied report the incidents to the class teacher who will record the information.
5. Reassure your child that you and the school will deal with the matter appropriately.

9. Responding to Bullying

When bullying has been reported, the following actions will be taken:

1. Staff will record all bullying concerns and actions on CPOMS.
2. Designated school staff will investigate and liaise with pupils, staff and parents when necessary.
3. Outcomes from investigations will be analysed and acted upon accordingly and the relevant people will be informed of next steps.
4. The headteacher will produce reports summarising the information and report to the governing body.
5. Support will be offered to the target of the bullying from the class teacher and pastoral assistant.
6. Staff will proactively respond to the bully who may require support from the class teacher and pastoral assistant.
7. Staff will assess whether all parents and carers need to be involved.
8. Staff will assess whether any other authorities (such as police or local authority) need to be involved, particularly when actions take place outside of school.

10. Supporting Pupils

Pupils who have been bullied will be supported by:

- Reassuring the pupil and providing immediate pastoral support.
- Offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice.
- Being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns.
- Working towards restoring self-esteem and confidence.
- Providing ongoing support. This may include working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Integrated Children Services or support through the Children and Young People's Mental Health Service (CYPMHS).

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.

- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy. This may include: ▪ official warnings ▪ detentions/internal exclusions ▪ removal of privileges (including online access when encountering cyberbullying concerns) ▪ in extreme or repeated cases, fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Integrated Children Services or Early Help or support through the Children and Young People's Mental Health Service (CYPMHS).

11. Supporting Adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to future concerns.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

12. Recording

All incidents and investigations involving an individual or group will be recorded on CPOMS under the correct heading. The governors are informed of the categories of incidents logged through the headteachers report.

13. Bullying Outside of School

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupils' wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy. It is important to note that school may need to address issues outside of school or engage with parents and other appropriate services to take action.

14. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on CPOMS. Follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

15. Prejudice Based Incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

16. School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

- Our school vision is at the heart of everything we do and ensures that all members of the school community are revered and respected as members of a community where all are known and loved by God.
- use a pupil-friendly anti-bullying policy to ensure that all pupils understand the policy and know how to report bullying. (Appendix 1)
- Opportunities are offered during class time for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Circle time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Pupils are continually involved in developing school-wide anti-bullying initiatives including Anti Bullying week through consultation with the school council and the yearly pupil questionnaire.

- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.
- Pupils' good behaviour is regularly acknowledged and rewarded.
- Our Christian values are promoted through the everyday work of the school
- Pupils are involved in setting up the class rules.

17. Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, office staff, lunchtime supervisors, cleaners) receive training on all aspects of the anti-bullying policy and procedures, including recording and reporting incidents.

18. Monitoring the Policy

The headteacher/anti-bullying lead is responsible for monitoring the policy and analysing the recorded data on bullying. Any trends should be noted and reported.

19. Evaluating and Reviewing

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for evaluating the effectiveness of the policy via the headteachers report and by in-school monitoring such as learning walks and pupils voice. If further improvements are required, the school policies and anti-bullying strategies should be reviewed.

The policy is reviewed every 12 months, in consultation with the whole school community.

Appendix 1

What should I do if I see someone else is being bullied?

- Tell an adult straight away.
- Don't try and get involved – you might end up getting hurt or you could end up in trouble yourself.
- Don't stay silent or the bullying could keep happening.

The Head, the Governors and the staff will work together to:

- Make our school a place where everyone can feel safe and happy. That means no bullying allowed.
- We will help everyone to get on with each other and we believe that everyone has the right to be who they are.



At West Haddon School, we do NOT tolerate bullying.

If someone behaves in a way which makes you unhappy:

YOU SHOULD:

- Ask them to STOP if you can
- Use eye contact and tell them to go away
- Ignore them
- Walk away
- Use the classroom worry box if you are too scared to speak openly about it
- Talk to a friend
- TELL SOMEONE



YOU SHOULDN'T:

- Do what they say
- Get angry or look upset
- Get into an argument
- Retaliate
- Think it's your fault
- Hide it
- Physical contact



West Haddon Endowed
C of E Primary School

West Haddon School

Anti- Bullying “STOP” Policy

Who can I tell?

A Friend

Parents/Carers

Teachers

Buddies

Lunch time Staff

Any Other Adult



MOST IMPORTANTLY:

If you think you might be being bullied:

**Start
Telling
Other
People**

When is it bullying?

**Several
Times
On
Purpose**

We promise to always take bullying seriously and treat you with respect.

What is bullying?

A bully is someone who hurts someone else by using force or power which is meant to hurt or upset another person. This behaviour is repeated frequently – over and over again. A bully will target a child repeatedly.



It can be

Emotional: Hurting people's feelings, leaving you out.

Physical: Punching, kicking, spitting, hitting, pushing.

Verbal: Being teased, name calling.

Cyber: Saying unkind things by text, email and online.

Racist: calling you names because of the colour of your skin.