

Roberttown CE (c) J&I School Anti-Bullying



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Roberttown CE (vc) J & I School

Anti-Bullying Policy

At Roberttown CE (vc) J&I School we work to ensure that each individual child reaches his/her full potential in a happy, caring but purposeful, disciplined atmosphere. As a church school we feel it is particularly important to reflect our Christian foundation and biblical root: The Parable of 'The Good Samaritan' in our approach to Anti-Bullying and Behaviour. With this in mind we work as a whole community where consideration, respect for others and personal responsibilities are central values, allowing everyone to flourish as individuals.

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination. We are a school where **'It's OK to tell'** - anyone who knows that bullying is happening is expected to tell an adult. If bullying does occur, all children should be able to tell and know that it will be dealt with promptly and effectively.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

The following legislation underpins and informs this policy:

- Legislation- Education and Inspections Act 2006
- Preventing and Tackling Bullying: Advice for School Leaders, staff and Governing Bodies (DfE October 2017)
- Cyber Bullying: Advice for headteachers and school staff (DfE Nov 2014)
- Equality Act 2010, Children Act 1989
- Keeping Children Safe in Education September 2023.

At Roberttown CE (vc) J&I School all members of staff and the governing body are fully committed to ensuring the safe-keeping and well-being of our pupils at all times, promoting an atmosphere of trust and positive relationships.

What is bullying?

The Government defines bullying as: "behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (for instance, cyberbullying via text messages, social media or gaming, which can include the use of images and video)" (DfE 'Preventing and tackling Bullying' July 2017)

The Anti Bullying Alliance definition states that bullying is: “The repetitive intentional hurting of one person by another, where the relationship involves an imbalance of power” (Anti Bullying Alliance)

The nature of bullying can be:

Physical – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone

Attacking property – such as damaging, stealing or hiding someone’s possessions

Verbal – such as name calling, spreading rumours about someone, using derogatory or offensive language, excessive teasing or threatening someone

Non – Verbal – being unfriendly, tormenting, gestures, social exclusion.

Cyberbullying – use of social networks, emails, mobile phones to harass, threaten, torment and spread rumours.

Sexual - unwanted physical contact or sexually abusive comments (including sexual harassment)

Bullying can be based on any of the following things:

Race (racist bullying)

Religion or belief

Culture or class

Gender (sexist bullying)

Sexual orientation (homophobic or biphobic bullying)

Gender identity (transphobic bullying)

Special Educational Needs and disability (SEND)

Appearance or health conditions

Related to home or another personal situation

Related to another vulnerable group of people

Forms of bullying can be:

- Pupil on pupil
- Pupil on staff
- Adult on pupil
- Adult on adult

No form of bullying will be tolerated and all incidents will be taken seriously.

Reporting bullying

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied they are encouraged to not retaliate but to tell someone they trust about it such as a trusted adult, family member or friend. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher, or any other teacher
- Tell a befriender or who in turn can help them tell a teacher or staff

- Tell any other adult staff in school – such as lunchtime supervisors, Educational Teaching Assistants or the school office
- Tell an adult at home

Reporting – roles and responsibilities

THE GOVERNING BODY: Supports the Headteacher in all attempts to eliminate bullying from our school. The Governing Body will not condone any bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately. They monitor incidents of bullying that do occur, and review the effectiveness of this policy regularly. The Governors require the Headteacher to keep accurate records of all incidents of bullying, to report bullying incidents to the Governing Body each term, and to report to the Governors about the effectiveness of school's anti-bullying policy.

THE HEAD TEACHER: 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 well-being of all young people.

STAFF: All school staff, both teaching and non-teaching (for example lunchtime supervisors, caretakers, office staff) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child not to retaliate and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils are taught to recognise that being a "bystander" is not acceptable and that their silence supports bullying. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

Bullying Outside School

'Headteachers have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school or public transport, outside the local shops, or in a town or village centre.

'Where bullying outside school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police or anti-social behaviour coordinator in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.' (Taken from 'Preventing and tackling bullying: Advice for Headteachers, Staff and Governing Bodies October 2017)

The nature of cyber bullying in particular means that it can impact on pupils' well-being 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 as outlined in this policy. We expect pupils to maintain a high standard of behaviour at all times. If bullying incidents outside school are reported to school staff the Headteacher will contact the parents of the children involved to discuss the issue.

Derogatory language

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

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 head teacher 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.

School initiatives to prevent and tackle bullying

We will use a variety of methods for helping children to prevent bullying. As and when appropriate these may include:

- The school values of equality and respect through our biblical root: The Good Samaritan.
- Helping children to understand the difference between 'friendship' issues and 'bullying' issues.
- Jigsaw our PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- School assemblies help raise pupils' awareness of bullying and derogatory language.
- Difference and diversity are celebrated across the school and curriculum through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week, Black History Month and LGBT History Month, Safer internet day and Diversity week.
- Stereotypes are challenged by staff and pupils across the school.
- Playground buddies and pupil-led programmes Befrienders, offer support to all pupils, including those who may have been the target of bullying.
- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate.

Befriender Scheme

Befrienders is a peer support network, which provides a service for any child who feels they need someone to talk to. The service is closely monitored and supported by four adult Befrienders. Volunteers from Years 5 and 6 are trained to deal with any problems, which may be presented to them. This training includes guidance on when to maintain confidentiality and when a problem is serious enough to be passed over to an adult. Befrienders are not a replacement for adult supervision but as a friend to their peers.

Staff Training

Staff training on anti-bullying and behaviour strategies is updated annually as part of our monitoring and evaluation of the policy. Anti-bullying and behaviour are agenda items each term and also more frequently as required. As part of our evaluation of the policy training needs and opportunities are identified. External resources have been used, e.g. Anti-bullying Alliance, Stonewall project, Alex Timpson programme, external training are used to support staff training.

Procedures and Consequences

As a school we follow the 'Procedures for dealing with Bullying Incidents in School' flowchart. (see page 7)

The aim of our procedures is that any instances of bullying behaviour cease and are dealt with appropriately. We recognise that in some circumstances this may present issues that we will need to continue to address.

1. All cases of bullying should be taken seriously.
2. Report any incident of bullying to an adult.
3. Adults in school will refer the incident to the class teacher or to the Headteacher if appropriate. (see flowchart for details)
4. School staff will investigate, monitor and record information about the incident, involving parents and other school staff as appropriate. (see flowchart for details)
5. In cases of serious or repeated bullying, school staff will record the incidents and inform the DH/HT.
6. Where appropriate parents will be informed and asked to come to a meeting to discuss the problem.
7. The LA guidelines regarding the recording of bullying will be followed.
8. If necessary and appropriate, the Chair of Governors, the LA (ESW Service Manager) or the Police will be consulted.
9. Procedures will be put in place to help the bully or bullies understand and change their behaviour.
10. Help, support and reassurance will be given to the victim and parents.
11. If possible and meaningful the bully will apologise, and other appropriate consequences/ sanctions and monitoring may take place.
12. In serious cases exclusion will be considered.
13. Whenever possible the pupils will be reconciled.

Monitor and Review

The Head teacher 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 monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils. This policy will be reviewed as part of our rolling programme of policy review.

PROCEDURES – DEALING WITH BULLYING INCIDENTS IN SCHOOL

