



**Snarestone C of E (A) Primary School**

## **ANTI-BULLYING POLICY**

Date of Review: January 2023

Date of Next Review: September 2023

Signed Headteacher:

A handwritten signature in black ink, appearing to read "T. Jewitt". The signature is written in a cursive style with a horizontal line extending from the end.



## Snarestone CE (A) Primary School

*'Participate, excel, take pride!'*

# ANTI-BULLYING POLICY

### Our vision:

*As a community, we are working together to ensure educational excellence underpinned by our Christian ethos and values, enabling all to live a rich and abundant life and to achieve their full potential. Each individual should leave us fully prepared for the next stage of their life.*

*(Reflecting John 10:10)*

*Jesus said, 'I have come to give life – life in all its fullness.'*

### Statement of intent

At Snarestone Primary School, we are committed to providing a warm, caring and safe place for all our children so that they can learn and play in a supportive environment free from intimidation and fear of being bullied. All children, staff and members of the school community deserve the right to come to school without fear and feeling valued, equal and respected. Bullying of any kind is unacceptable and will not be tolerated in our school. We take all incidents of bullying seriously as it is entirely contrary to the values and principles we work and live by.

***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 to face or online.***

*(Anti-Bullying Alliance definition)*

We acknowledge that bullying incidents do happen from time to time – indeed, it would be unrealistic to claim that it does not. We are a **listening** and **telling** school, therefore the aim of this policy is to try and prevent and deal with any behaviour deemed as bullying. The implementation of this policy will create an ethos where bullying is regarded as unacceptable so that a safe and secure environment is created for everyone to learn and work in. If bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively. All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with our anti-bullying policy. This policy was developed from consultation with staff and governors and is written in line with DfE guidance and advice from the Leicestershire Anti-Bullying Team.

This policy is supported by the following policies: Pupil Behaviour Policy, Safeguarding Policy, Preventing Extremism and Radicalisation, Whistleblowing Policy, Equality Policy, E-safety Policy and Acceptable Use of ICT.

The Governing Body of the school is responsible for determining the content of this policy, and the headteacher for its implementation.

### What is bullying?

Bullying can be largely defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. This is also known as **Several Times On Purpose – STOP**. Friends can, periodically, fall out and as such be mean to one another. This should not happen, but it is not bullying.

We recognise the following kinds of bullying behaviours:

- Physical – pushing, hitting, kicking, punching or any other forms of violence; taking, hiding or damaging someone else's belongings
- Verbal – name-calling, threats, insulting, abusive remarks, nasty teasing
- Psychological/Emotional – spreading rumours, exclusion from games, tormenting, humiliating, excluding from social groups, gesturing, body language
- Cyber – use of electrical devices, including mobile phones, and social-networking sites on the internet to deliberately upset someone

For this reason, our school's policy is that pupils should not have mobile phones in school. If, for any reason, a parent specifically requests that their child should be allowed a mobile phone, an assurance must be made that it will not be used during the school day.

All staff should recognise that children are capable of abusing their peers. All staff should be clear about the school's policy and procedures with regard to peer on peer abuse (see Child Protection Policy).

As detailed in the Equality Act 2010, we recognise the protected characteristics and will not tolerate the targeting of individuals or groups because of:

- age
- disability or SEN
- gender reassignment
- marriage and civil partnership
- pregnancy and maternity
- race, religion or belief/culture
- sex and sexual orientation
- appearance or health conditions
- home circumstances

We also acknowledge that staff can be bullied. We will not accept the bullying of a member of staff by any child, parent or other member of staff. If incidents do occur, they should be reported to the headteacher. In the case of an allegation against the headteacher, it should be reported to the Chair of Governors (see Whistleblowing Policy).

### Signs and symptoms

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

- is unwilling to come to school
- begins to truant
- feels ill in the morning or before a particular lesson, or claims to feel ill
- becomes withdrawn, anxious or lacking in confidence

- stops eating
- suddenly starts getting low marks
- becomes very emotional and tearful
- becomes aggressive, disruptive or unreasonable
- has unexplained cuts and bruises
- is frightened to say what's wrong
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received

### **Participation and consultation**

The participation of all stakeholders regarding 'bullying' is an on-going process which is managed as follows:

- All new members of staff are given guidance on the school's Anti-Bullying Policy and on how to react to, and record, allegations of bullying at the school. All school staff understand the principles of the school policy, their legal responsibilities, actions to be taken to resolve and prevent problems, and sources of further support.
- All staff receive anti-bullying training, through annual refreshers, CPD etc.
- Awareness-raising through the curriculum, assemblies, themed days and weeks (e.g. Anti-Bullying Week), workshops and engagement with external agencies (e.g. NSPCC).
- Surveys and questionnaires distributed to pupils, parents and staff.
- Obtaining the views of elected student representatives (e.g. School Parliament, Head Girl and Head Boy).
- Monitoring, evaluation and review.

### **Why is it important to respond to bullying?**

Bullying hurts. No-one deserves to be a target of bullying. Everybody has the right to be treated with respect and dignity. Pupils who are bullying need to learn different ways of behaving.

Snarestone Primary School is committed to responding promptly and effectively to any issues of bullying. Pupils are strongly encouraged to report bullying in school.

### **What should children do if they are being bullied?**

Any child who feels that they are being bullied should immediately tell their class teacher. If they feel unable to do this, then they could approach either any other adult in the school or a playground buddy.

Each class also has a Worry Box (KS2) or a Worry Monster (R/KS1). This is emptied daily by the class teacher who will respond appropriately.

Our children are taught that we are a **telling school**. We use the **STOP** acronym:

- bullying is **Several Times On Purpose**
- if bullying happens, they should **Start Telling Other People**

We expect bystanders (children, staff, parents/carers) to tell an adult in school if they believe bullying is happening to someone else.

### **What should parents do if they feel their child is being bullied?**

**Contact the school** - the first point of contact for the parent is the child's class teacher. It is important that parents feel confident to talk to staff about their concerns. Any parent contacting the school with a particular concern will always be taken seriously.

The class teacher will:

1. Clearly explain the school policy and reassure the parent that the allegation will be followed up promptly.
2. Agree a timescale to speak with the parent after investigations have been made.
3. Inform the headteacher of the incident and outcomes.
4. Feedback to the parent and reassure that appropriate measures are being taken to ensure the safety and well-being of their child in school.

### **How will school staff respond to reported incidents?**

1. Class teacher and/or headteacher will meet with the target and encourage them to talk about the incidents, issues and their feelings.
2. Arrange an appropriate programme of support to monitor and restore a child's well-being.
3. Inform the target's parents.
4. Collect information from other children if appropriate.
5. Class teacher and/or headteacher will meet with the child alleged to have been involved in bullying behaviour, and listen to their perception of the incidents and any motivation for the behaviour.
6. If bullying has taken place, encourage the instigator to reflect on the unacceptable behaviour and understand that it must stop. It may be necessary to put in place a risk assessment.
7. Decide at what point it is appropriate to contact the instigator's parents depending on the nature of the incident.

The following graduated sanctions may be used, in line with the Pupil Behaviour Policy:

- apology to the victim, verbally or in writing
- loss of break times
- parents invited into school to discuss the incident and consequences
- daily or weekly behaviour monitoring
- withdrawal from participation in school visits or clubs that are not part of the statutory curriculum
- fixed term exclusion
- permanent exclusion if bullying persists
- police notified if a criminal offence has been committed

### **What will happen next?**

The headteacher, class teacher or ELSA will follow-up with the child(ren) concerned over the course of the first few weeks after a bullying incident, and will monitor thereafter.

### **How will we support the targeted child?**

We will reassure the target of the bullying, and help them discuss how it made them feel and what they need to help support them, such as:

- an immediate opportunity to discuss the experience with a trusted member of staff
- continuous support whilst the incident is dealt with and afterwards (possibly from ELSA)

- restoring self-esteem and confidence
- peer support/buddy
- playground buddies; things to do a break/lunch so they are not alone
- time to talk
- helping to work towards reconciliation between the targeted child and the instigator
- a phased return to school

### **How will we work with the instigator to change their behaviours?**

We will support them by:

- making sure they understand how to follow the school rules and the consequences if they break them
- helping them to learn empathy, the effects their behaviour choices have on others
- supporting the instigator to be reconciled with the targeted child

### **Bullying outside school premises**

Where bullying outside school is reported to school staff, it will be investigated and acted upon. Bullying will not be tolerated and the headteacher has a statutory power to discipline pupils for poor behaviour outside of the school premises.

### **Recording incidents**

Incidents and allegations of bullying are recorded in the Behaviour Log, flagged as bullying. Any follow-up actions, including discussions, risk assessments, monitoring forms and other written evidence, will be kept in a separate file.

### **Strategies we use to prevent bullying**

- ✓ We are proactive – as a Church of England school, we constantly promote and instil our values of hope, endurance, friendship, wisdom and trust.
- ✓ We keep anti-bullying high profile through our PSHE and RE lessons, as well as through assemblies, collective worship and displays around school.
- ✓ We display our character muscles, and refer to them in assemblies and in the classroom.
- ✓ We use praise and rewards to reinforce positive behaviour.
- ✓ We have an annual Anti-Bullying Week, to promote the school's Anti-Bullying Policy.
- ✓ We engage with external agencies such as the NSPCC to promote the key messages.
- ✓ We regularly conduct pupil attitude surveys, including questions about bullying, and liaise with the School Parliament in developing a child-friendly Anti-Bullying Policy.
- ✓ Difference and diversity are promoted and celebrated, both as part of the curriculum and through assemblies.
- ✓ We all model appropriate behaviour towards one another.
- ✓ Annual whole-school safeguarding training includes anti-bullying.

### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.

### **What should I do if I believe my concerns are not being addressed?**

Please refer to the School Complaints Policy.

## HELP ORGANISATIONS

Advisory Centre for Education (ACE)	0808 800 5793
Children's Legal Centre	0845 345 4345
KIDSCAPE Parents' Helpline (Mon-Fri, 10-4)	0845 1 205 204
Family Lives	0808 800 2222
Youth Access	020 8772 9900
Bullying Online	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>

There are also a number of very useful and informative websites which deal with the issue of bullying:

The local authority website is [www.beyondbullying.com](http://www.beyondbullying.com)

For e-safety, visit the Child exploitation and Online Protection (CEOP) site at [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)