



Anti-Bullying Policy **(EYFS & All Other Departments)**

General Statement

The senior management team values the good relationships fostered by the school and expects that every allegation of bullying will be taken seriously.

All staff, pupils and parents should be aware of the negative effects that bullying can have on individuals and the school in general and should work towards ensuring that pupils can work in an environment without fear.

Bullying is unacceptable in this school and will not be tolerated. The school also recognises that because of the verdicts in bullying cases it must take note of bullying perpetrated outside school, which spills over into the school. The school will do what is reasonably practicable to eliminate any such bullying.

Aims

- To demonstrate that the school takes bullying seriously and will not be tolerated.
- To take measures to prevent all forms of bullying in the school and on off-site activities.
- To support everyone in the actions to identify and protect those who might be bullied.
- To demonstrate to all that the safety and happiness of pupils is enhanced by dealing positively with bullying.
- To promote an environment where it is not an offence to tell someone about bullying.
- To promote positive attitudes in pupils.
- This policy has due regard to the DfE guidance 'Safe to Learn: Embedding anti-bullying work in schools,' its effective implementation is supported by reference to the School's Discipline and Exclusion Policy and PSHEE Schemes of work.
- This policy also takes into account advice given in the Non-statutory guidance from Behaviour and Discipline in schools 2014, Preventing and Tackling Bullying (July 2017) and Cyberbullying Advice for Head Teachers (2014).

Key Principles

Our key principles of good practice include:

- A clear Behaviour and Exclusion Policy.
- Equal opportunities and Racial Equality Policies.
- A Safeguarding and Child Protection Policy.
- A system of rewards and sanctions.
- Early Intervention.
- Communication/partnership with parents/carers.
- Involvement and understanding of pupils.

Definition of Bullying

Bullying is deliberately hurtful behaviour, whether physical or psychological. Where it is difficult for those being bullied to defend themselves. This will involve some of the following: aggression, unequal power relationship, bullying results in pain and distress and is persistent.

Responsibilities

Head Teacher

The Head Teacher has a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils. The Head Teacher has also taken regard of the guidance issued by the DfE-Safe to learn: Embedding anti-bullying in Schools and Preventing & Tackling Bullying (Oct 2014).

The Head Teacher will:

- Ensure that all staff have an opportunity of discussing strategies and reviewing them.
- Determine the strategies and procedures.
- Discuss development of the strategies with the management team.
- Ensure appropriate training is available.
- Ensure that the procedures are brought to the attention of all staff, parents and pupils.
- Be responsible for the day-to-day management of the policy and systems.
- Determine how to involve parents in the solution of individual problems.

Form Teachers/Mentors will:

- Be responsible for liaising with the Head Teacher/ Senior Management Team over all incidents involving pupils in their form or mentor group.
- Be involved in any agreed strategy to achieve a solution.
- Take part in the anti-bullying programme in the PSHEE and Citizenship course.

All Staff will:

- Know the policy and procedures.
- Be observant and to ask pupils what is happening to them.
- Deal with incidents according to the policy.
- Never let any incident of bullying pass by unreported, whether on-site or during an off-site activity.
- Participate in the PSHEE and Citizenship course.
- Regularly review this policy and complete relevant training.

Anti-Bullying Education in the Curriculum

The school will raise the awareness of the anti-social nature of bullying through a PSHEE and Citizenship programme, school assemblies, the school council and use of tutorial time.

Procedures

Bullying can be shown:

- Physically hurting others by any form of physical contact e.g. hitting, kicking and pushing.
- Verbally name calling, teasing and insulting another.
- Indirect spreading malicious rumours.
- Emotional threats and extortion. Being unfriendly and excluding others from social activities. Humiliating others.
- Social or Psychological
- Upskirting
- Cyber Bullying-Using mobile phones or the internet to send bullying messages or photos.
- Sexual-Verbal abuse, use of mobile phones to send pictures, etc.
- Often an inter-relationship between classes/groups.
- Against a disability or special needs.
- Banter.
- Racial/Religious or cultural Bullying-Verbal abuse by name calling, racist jokes. Refusing to co-operate in work or play activities with someone from a different race.
- Any form of prejudice-based bullying.
- No form of bullying must go against the protected characteristics- age, disability, gender assignment, marriage and civil partnerships, race, religion or belief, sex and sexual orientation.

Pupils who are being bullied may show changes in behaviour, e.g. becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be changes in work patterns, a lack of concentration, or truancy.

Any child can become a victim of bullying; though certain factors can make bullying more likely:

- Lacking friends.
- Being Shy.
- Being from a different racial or ethnic group.
- Being different in some respect.
- Behaving inappropriately.
- Possessing expensive accessories.

All staff should be aware of these possibilities and to report promptly any suspicions of bullying to the Head Teacher or Senior Management Team, using the child-on-child abuse procedure.

Pupils will be encouraged to report incidents of bullying.

The School won't ever use corporal punishment.

The school will never threaten any action of violence to a child because this may have an effect upon their well-being and mental state of mind.

EYFS/Infant/Junior Strategies

- Pupils are given information about bullying through the PSHEE programme.
- Pupils discuss issues associated with bullying during PSHEE lessons or through 'Something on Your Mind.'
- Co-operative group work is incorporated into class lessons.
- Buddy system for pupils who do not mix easily with peers.
- Monitor system supports younger pupils during play times.
- Key areas are well supervised.
- Specific times and places can be arranged for pupils needing discussions with staff.

Senior Strategies

- All pupils address the issue of bullying and strategies as part of their PSHEE programme.
- The school's anti-bullying ethos is regularly reinforced in Assemblies.
- Pastoral concerns are a regular and important discussion item at Staff Meetings and Senior Management Meetings.
- Pupils can discuss problems during group or individual mentoring sessions.

What can a pupil do if he or she is being bullied:

- Pupils who are being bullied are encouraged to approach a member of Staff.
- They will be listened to and taken seriously.
- Information is recorded and the situation is monitored for as long as is required.

Further Involvement of Pupils

Pupils will be involved in the positive strategies through the school and have an input into the PSHEE lesson linked with the anti-bullying programme.

Dealing with Incidents:

- If bullying is suspected or reported, the incident will be investigated and dealt with initially and immediately by the teacher approached, in the same manner as a child safeguarding issue.
- If a racial element to the bullying is suspected, the Head Teacher must be informed immediately.
- The Form Teacher will then pass on the relevant information onto one of the Senior Management Team or the Head Teacher.

- The Head Teacher/Senior Management Team will interview all the parties and make a record of the event/events.
- The Head Teacher in consultation with the appropriate Form Teacher will determine the strategy and plan of action to combat the bullying. At this point it will be looked at, if external.
- The Form Teacher will see over the implementation of the strategy.
- Parents will be kept informed by the Head Teacher.
- Any sanctions against the bully/bullies will be determined by the Head Teacher.

The staff who deal with pupils who have been bullied, must always offer reassurance. Pupils who have been bullied will be given support determined by the Head Teacher in consultation with the pupil.

Sanctions

Any of the school's formal punishments can be used against bullies as appropriate. For persistent offenders or incidents considered as gross acts of aggression a pupil could be permanently excluded.

Examples of sanctions:

- A verbal Warning.
- A Written warning in the homework diary to parents.
- Withdrawal of privileges.
- Reporting to the Designated Senior Manager.
- Removal of playtime.
- Reporting to the Head Teacher.
- Parents contacted and a formal meeting arranged.
- Temporary or permanent exclusion.
- After School Detention for Senior pupils.

Involvement of Parents

Parents will be informed at the Head Teacher's discretion.

Parents of pupils being bullied and parents of the bullies will be involved in the solution to the problem as appropriate by the Head Teacher in consultation with the designated teacher.



Parents will be informed of the policy and procedures and the possibility of permanent exclusion following gross acts of bullying.



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