

St STEPHENS C OF E JUNIOR SCHOOL

# Anti-bullying Policy

Learning to Change the World

'Do justly, love mercy and walk humbly with your God'

Micah 6:8



**EXPLORATION**   **INNOVATION**   **AMBITION**

Review Details:

Next review due:	January 2028
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Version	Approved by	Date approval	Key changes
1.0	Community	May 2016	None
1.1	Community	December 2018	
1.2	C&E	June 2021	None
1.3	FGB	October 2023	None
1.4	ACC	January 2028	Changed Governors to Academy Community Councillor's

## Anti-bullying policy statement

We are committed to providing a caring, friendly and safe environment for all our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind, between any groups of people in our school community, will not be tolerated. If bullying does occur, incidents will be dealt with promptly and effectively.

## What is bullying?

Bullying is **“Behaviour by an individual or a group, repeated over time, which intentionally hurts another individual either physically or emotionally.”**

### This can be by:

- Emotional: being unkind, excluding, tormenting (e.g. hiding books or belongings, threatening gestures), non-verbal
- Physical: pushing, kicking, hitting, punching or any use of violence
- Racist: racial taunts, graffiti, gestures
- Homophobic: taunts, graffiti, gestures
- Verbal: name calling, spreading rumours, teasing
- Cyber: all areas of internet, such as social media, mobiles, calls and any misuse of technology.

Although we can't control or be responsible for bullying away from the school premises we can offer support and advice.

## Why is it important to respond to bullying?

- Bullying can affect all aspects of a person's life and no one deserves to be a victim of bullying.
- Everyone at our school has the right to be treated with respect.

- Bullies need to be educated to manage their behaviour in other ways.
- Victims need to be supported and helped.

Our school has a responsibility to respond and investigate any suspected bullying.

## Intent

Our intent as a school is that all members of our school community:

- Have an understanding of what bullying is
- Are aware of the school policy on bullying
- Are aware of the behaviour policy that may be put into place after an investigation of bullying (please refer to behaviour policy)
- Are confident that, as a school, we take bullying seriously, pupils and parents/carers will be supported through advice and action if necessary.

## Implementation - Responsibilities

A child may indicate they are being bullied through signs or behaviour. As **adults**, it is our responsibility to be aware of these signs which may include:

- A change in behaviour i.e. unexplained outbursts, anxiety, withdrawal
- Crying themselves to sleep at night or nightmares
- Refusing to come to school
- Feeling sick before school
- Falling behind in school work
- Damage to their clothes or property that they can't explain
- Unexplained cuts or bruises
- Aggressive or bullying behaviour to their siblings or other children
- Afraid to use the internet or mobile phone
- Nervous or jumpy when a text or message is received

These signs of behaviour could indicate other problems, but bullying should be considered and investigated.

In addition, it is our responsibility to

- Speak to any child that you suspect is being bullied;
- Take any reports of bullying seriously and seek to prevent it from taking place;
- Record serious incidents using CPOMs;
- In serious cases, inform parents/carers and discuss any issues of bullying;
- Investigated all incidents of bullying behaviour in order for it to stop
- Help the perpetrator to change their behaviour

- Support the victim and monitor for an agreed period of time after the resolution.
- In cases of **persistent, proven** bullying, the behaviour policy will be followed and consequences for the bully put into practice

It is the responsibility of the **children**

- To tell anyone that they trust if they are being bullied and if the bullying continues they **must** keep telling.
- Tell if they see or hear of any bullying in our school (don't be a bystander).
- Tell adults their views about a range of school issues including bullying in the annual pupil questionnaire.

## The role of parents/carers

- Parents/carers who are concerned that their child might be being bullied or suspect that their child might be the perpetrator of bullying should contact the school by speaking to the learning mentor or class teacher. If they are not satisfied with the response then they should contact the inclusion manager, if they are still not satisfied then they should contact the Head Teacher.
- If a parent/carer has followed the above and is still not satisfied then they should follow the school's complaints procedure.
- Parents/carers have a responsibility to support the school's Anti Bullying Policy and actively encourage their child to be a positive member of the school.
- When bullying has taken place or an allegation of bullying is made then a member of staff will investigate and make other members of staff aware.
- If a child is a perpetrator and is repeatedly involved in bullying, they will be reported to the Pastoral Lead and Head Teacher and will be dealt with in line with our behaviour policy and their parents will be contacted.
- Teachers and support staff will use a range of methods to help prevent bullying and establish a climate of trust and respect for all; they use drama, role play, stories etc, within the curriculum to help pupils understand the feelings of bullied children.
- Teachers and support staff will educate the pupils on how to avoid moving into bullying behaviour.
- Teachers and teaching staff will use circle time as a way to discuss bullying and they will use this as an open forum in which pupils are able to share thoughts and opinions.

## Role of Head Teacher

- It is the responsibility of the Head Teacher to implement the school's anti-bullying strategies and ensure that the school's community is up to date with the policy and procedures.
- The Head Teacher will report to the governors when requested about the effectiveness of the anti-bullying policy.
- The Head Teacher ensures that the pupils are aware that bullying is wrong and is unacceptable behaviour in our school, the Head Teacher will draw the children to this fact at suitable times i.e. assemblies, class discussions or as indicated by the Behaviour Policy.

- The Head Teacher sets the benchmark of mutual support, respect and praise for success. This makes the school friendly and welcoming, ensuring that bullying is less likely to be a part of pupils' behaviour.
- The Head Teacher ensures that all staff are equipped to identify what bullying is and feel able to deal with these types of behaviour.
- The Head Teacher works closely with the inclusion manager to ensure that anti-bullying initiatives are regularly reviewed and implemented e.g. anti bullying week, assembly slots and whole class education.
- The Head Teacher and inclusion manager ensure that all children are surveyed annually about their perception of bullying using pupil questionnaires and analyse the results received, acting on issues raised and implementing changes where necessary.

## **The role of the Academy Community Councillor's (ACC)**

- The ACC supports the head teacher in all attempts to eliminate bullying from our school. The ACC will not condone any bullying at our school and takes any incidents of bullying very seriously. They fully support the school in dealing with this type of behaviour.
- The ACC monitors incidents of bullying that occur and reviews the effectiveness of the policy on a regular basis.
- The ACC requires the head teacher to keep records of bullying and report the effectiveness of anti-bullying strategies.
- A parent who is dissatisfied with the way the school has dealt with bullying can ask the Chair of the ACC to look into the matter. The ACC will respond to the request and investigate the matter. In all cases the ACC will inform the Head Teacher and ask that a full investigation be conducted and reported back to a representative of the ACC.

## **Monitoring and review**

- This policy is monitored by the inclusion manager who reports to the Head Teacher and ACC when necessary about the effectiveness of the policy.
- The policy will be reviewed every two years or earlier if necessary.

## **Useful information and websites**

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

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

The learning mentor or the class teacher will be happy to discuss any concerns for your child regarding any of the issues outlined in this policy or otherwise.