



ANTI-BULLYING POLICY

SCHOOL VISION

Our school vision states that we are an “inclusive and nurturing school”. We teach our children to become “confident, independent learners”.

Bishop Tufnell CE Primary School is therefore committed to providing a supportive, caring and safe environment in which all children are free from being bullied. As a school we take bullying and its impact seriously. Bullying of any kind is not tolerated.

Staff, children and parents/ carers will be made aware of the school’s position on bullying. The school has high expectations for behaviour and we will challenge any behaviour that falls below this. Anyone who believes that bullying is taking place, is expected to tell a member of staff. Staff are expected to tell the Headteacher/ Deputy Head/ DSL)

Any child who is a victim of bullying will be dealt with in a sympathetic manner. If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff informed, and then passed on to the headteacher (Deputy Head or DSL) A full account of the incident(s) will be recorded. Relevant staff will be informed so that monitoring can begin. Parents of both parties will be informed.

WHAT IS BULLYING?

We recognise that many children experience a degree of interpersonal conflict with other children. Bullying is more than falling out with peers.

We define bullying as:

The repetitive, intentional hurting of a person/group by another person/group, where the relationship involves an imbalance of power. It can occur face to face or online.

We use the acronym **S T O P** (Several Times On Purpose)

WHY IS IT IMPORTANT TO RESPOND TO BULLYING?

Evidence suggests that bullying can have a long-lasting negative impact on pupils. It can impact on a child’s wellbeing, attendance and learning. In the longer term it can lead to anxiety and depression.

Bullying of any kind is unacceptable. Our school will respond promptly and effectively to reported incidents of bullying, because at Bishop Tufnell:-

- Everybody has the right to treated with respect

- Everybody has the right to feel happy and safe
- No-one deserves to be bullied
- Pupils who demonstrate bullying behaviours need to learn different ways of behaving towards others
- Some groups are particularly vulnerable to being bullied (eg SEND, LAC, Minority Ethnic, young carers and LGBT)

TYPES OF BULLYING BEHAVIOUR

Bullying can take many forms:-

- Emotional – being unfriendly, excluding, threatening
- Verbal – name calling, sarcasm, spreading rumours, use of derogatory language
- Physical – pushing, kicking, punching
- Extortion – demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology eg photos / videos
- Racist – racial names, taunts, gestures
- Sexual – unwanted physical contact, sexually abusive comments
- Homophobic – bullying based on sexual orientation
- Transphobic – bullying based on gender identity

PREVENTING BULLYING

We all share the understanding that bullying (in whatever form) is unacceptable. It is the responsibility of the whole school community and as such, we work together to deal with bullying incidents and learn from what has happened.

At Bishop Tufnell we do this by:-

- Reflecting on our school vision footsteps “caring” and “inclusive”
- Referring to our school values of friendship, peace and forgiveness
- Using worship and E4S lessons (including e-safety) to ensure that pupils understand the difference between falling out and bullying
- Celebrating difference in our school
- Creating a happy and safe school environment
- Having a positive ethos that the whole school community understands
- Developing social skills and emotional intelligence in E4S lessons, social and emotional learning programmes and with the Learning Mentor
- Secure the safety of the victim of bullying
- Report any safeguarding concerns to a member of the Designated Safeguarding Team
- Provide assurance to the victim that concerns have been listened to
- Send out clear messages that bullying must stop
- Work with all parties to find positive solutions
- Reflect on past bullying incidents and develop ongoing staff awareness and training
- Ensure training and awareness within MDMS and Teaching Assistant teams, so that situations can be carefully monitored

REPORTING BULLYING

In our school, pupils are encouraged to talk to a trusted member of staff when they are unhappy/ have concerns. They could also talk first to a friend if they are unsure about telling an adult. Pupils understand that they have a right to feel safe. Pupils should be reminded to report suspected bullying to:

- A trusted adult (eg MDMS, TA, Learning Mentor)
- Their class teacher
- A member of SLT

Children understand that the source of the alleged bullying could be in school or online at home. They are expected to report any bullying concerns they may have (towards themselves or a friend). Pupils are expected to speak out, not be a bystander and condone bullying behaviour.

We are a telling school. Telling is not “snitching”, telling enables bullying to be stopped.

RESPONDING TO BULLYING

It is vital that as a school community we:-

- Secure the safety of the target of bullying
- Take actions to stop the bullying from happening again
- Reflect on what can be learned from past incidents
- Give pupils the opportunity to feedback on how safe/ happy they feel (through questionnaires and school council meetings)

PROCEDURES FOR PARENTS

- If a parent suspects that their child is being bullied they should tell the child's teacher. This will be passed on to the Headteacher/ Deputy/ DSL.
- The Headteacher/ Deputy /DSL will investigate. They will talk to the victim and the child accused of bullying separately. They will also talk to any witnesses. A record of findings will be kept so that a history of incidents is maintained. If bullying is substantiated they will act quickly to ensure that :-

- a) The parents of the bully are informed
- b) Appropriate sanctions are put in place (see behaviour policy)
- c) The situation is monitored to check that the bullying is not repeated
- d) The parents of the victim are informed as to what the school has done and what next steps are

- Parents should never confront another child/ the child's parents. This can be very distressing for the child involved and complicates the situation
- The school will work directly with the children concerned, and keep the parents informed
- If parents do not feel that bullying is being dealt with appropriately, then they should follow the school's complaints policy

- If the bullying takes the form of online abuse, then we encourage parents to share the offensive recording/ video/message with the school
- Online abuse out of school hours will be taken as seriously as face to face bullying in school.

Policy written
Review date

Autumn 2023
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