

**Burton Agnes C of E Primary School**



# **Anti -Bullying policy**

**Date of last Review: March 2021**

**Review in: March 2023**

## **Aims**

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

At Burton Agnes C of E Primary we are an inclusive school and are proud of that. We wholeheartedly Value All God's Children as defined by the Church of England. We believe that all people are made in the image of God and are unconditionally loved by God. Everyone is equal and we treat each other with dignity and respect. Our school is a place where everyone should be able to flourish in a caring community.

## **What is Bullying?**

Bullying is defined as "deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves".

*The nature of bullying can be:*

Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)

Verbal (e.g. name calling, ridicule, comments)

Cyber (e.g. messaging, social media, email)

Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)

Visual/written (e.g. graffiti, gestures, wearing racist insignia)

Damage to personal property

Threat with a weapon

Theft or extortion

Persistent Bullying

Bullying can be based on any of the following things:

Race (racist bullying)

Sexual orientation (homophobic or biphobic)

Special educational needs (SEN) or disability Culture or class

Gender identity (transphobic)

Gender (sexist bullying)

Appearance or health conditions

Religion or belief

Related to home or other personal circumstances

Related to another vulnerable group of people

### **Statutory duty of schools**

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. All staff in school must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### **Implementation**

The following steps may be taken when dealing with incidents:

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached:

- A clear account of the incident will be recorded and given to the Headteacher or Designated Safeguarding Lead (DSL) in his absence.
- The Headteacher or DSL will interview all concerned and will record the incident.
- Class teachers will be kept informed and if it persists the class teacher will advise other relevant staff.
- Parents will be kept informed.
- Punitive measures will be used as appropriate and in consultation with all parties concerned.
- The incident will be recorded on CPOMS and on the specific Bullying log if required.

*Pupils who have been bullied will be supported by:*

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.

*Pupils who have bullied will be helped by:*

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the wrong doing and need to change.

- Informing parents or guardians to help change the attitude of the pupil.

This policy should be read in conjunction with our school behaviour policy, which outlines disciplinary steps that can be taken.

### **Bullying outside of school**

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupil's wellbeing 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 outlined in this policy.

### **Derogatory language**

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored by the headteacher and actions and sanctions applied, if appropriate.

### **How does Burton Agnes CE Primary prevent and tackle bullying?**

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE and Happy Centred Schools sessions, through the implementation of e-learning and e-safety policies, IT sessions, class discussion and circle time, collective worship and subject areas, as appropriate, in an attempt to eradicate such behaviour. We use a range of measures to prevent and tackle bullying including:

- Our School Values of Care, Trust and Friendship are at the heart of everything we do and our lives are lived out through our actions
- The Happy Centred Schools programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.
- Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.
- Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self-confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.
- Circle Time provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.
- Stereotypes are challenged by staff and pupils across the school.
- Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

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

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

This policy should be read in conjunction with the following policies: - Child Protection/Safeguarding Policy - Behaviour Policy - E-Safety Policy - SEND Policy - SMSC Policy

Revisit March 2023 or sooner if required.