

Unlocking the Potential for Everyone to Flourish in the love of Christ.

‘But I am like an olive tree flourishing in the house of God.’ Psalm 52:8



Anti-Bullying Policy

September 2024

Aims of this policy:

- To ensure a secure and happy environment free from threat, harassments, discrimination or any type of bullying behaviour.
- To create an environment where all are treated with dignity and respect and where members of the school community understand that bullying is not acceptable.
- To ensure a consistent approach in preventing, challenging and responding to incidents of bullying that occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.
- To ensure pupils feel empowered and supported in situations where bullying may occur.
- To outline the school's commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

Our school's definition of bullying:

Although there is no legal definition of bullying, our school defines it as:

- Targeted, intended to hurt someone either physically or emotionally and repeated (Several Times On Purpose)

Bullying can be carried out by an individual or a group of people towards another individual or a group of people. It can be discriminative (aimed at certain groups for example, because of race, disability, religion, gender or sexual orientation).

It can take many different forms including but not limited to:

- Physical assault
- Teasing
- Making threats
- Name-calling
- Cyber-bullying

Responsibilities and Reporting Bullying

All Staff

All staff in school have a duty to challenge, report, be vigilant and play an active role in the school's efforts to prevent bullying. All staff should report incidents of bullying using CPOMs. All staff have the responsibility to listen and respond to children's concerns or disclosures regarding bullying.

Senior Leaders

The senior leadership team and the headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people.

Parents/Carers

Parents/carers share the responsibility to look out for signs of bullying. Parents and carers should support their child in reporting bullying while also supporting school in following the policy.

Parents can report concerns about bullying following the school's Graduated Response (see below) with initial concerns directed to the child's class teacher. School will then respond to the incident/incidents following our 'Responding to Bullying' procedure listed below.

Graduated response for pastoral needs

Class Based Staff

Friendship fall outs
Learning and progress, including emotional needs
General concerns about behaviour at home and at school
Initial concerns over mental health.
Liaise with pastoral team and implement strategies.
Initial meeting with parent
Talk to child
Record on CPOMS
Review meetings

Pastoral Team

Regular dysregulation
On going social skill issues
Parenting support
Housing/food
Signposting to other agencies
Referrals for support
On going mental health issues

SLT

Bullying
Parental conduct
Staff conduct
Complaints
Serious behaviour incidents
Staff training
Monitoring

Pupils:

Pupils follow our school expectations of 'Kind Words, Kind Hands, Kind Feet'. They should not take part in any forms of bullying and should watch out for signs of bullying amongst their peers. Pupils should follow their Kidsafe guidance of 'Say no, Walk away and Tell a trusted adult' in these occasions.

Governors:

To discuss and agree the anti-bullying policy and to keep up-to-date on national guidelines and reports.

To ensure the implementation of the anti-bullying policy.

To monitor reports of bullying in the school.

Responding to Bullying

Staff will record incidents of behaviour (as listed above) on CPOMs. This will be monitored in school by senior leaders and DSLs.

If the behaviour is deemed bullying (repeated, targeted and intended to hurt someone either physically or emotionally) this will be escalated following our Graduated Response to the Senior Leaders.

If the behaviour is not deemed bullying (not repeated, not targeted and not intended to hurt someone either physically or emotionally), staff will follow the school's behaviour policy and procedures.

If the incident is deemed to be bullying, school staff will produce a report which will summarise the information (recorded under 'bullying' on CPOMs). This can then be reported to the Governing Body by the Headteacher.

An appropriate consequence for the perpetrator of the bullying will be put in place and communicated to parents. Depending on the context of the situation, possible consequences could include those listed on the Relationships and Behaviour Policy.

Support will be offered to the victim of the bullying through an appropriate member of staff in school. This will include targeted work to gather their 'voice' in the incident/incidents. This will be collected at the time of the incident and as a later review to support the victim.

Staff will proactively monitor the perpetrator of the bullying who may also require support or educational opportunities from appropriate members of staff in school.

Throughout the process, parents of all children involved will be notified and kept informed of developments.

In appropriate cases, school will assess whether any other authorities (such as police or local authority) need to be involved.

Online Bullying

The nature of online-bullying means that it can impact children both during and beyond the school day. Staff, parents/carers and children must be vigilant to look out for signs that a child may be experiencing online-bullying.

We encourage children to see school as a safe space where they can talk to trusted adults about their worries, including concerns about online-bullying. There have been occasions in previous years where parents have asked school to become involved in issues arising from their children's online use of social media, including online-bullying. Unless this becomes a safeguarding concern or the bullying was also happening in school, school would not become involved further than sharing this information with parents and appropriately supporting the victim.

The headteacher may also consider whether it is appropriate to notify the police or the local authority of the situation. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Bullying outside of school

We encourage children to show our expectations of 'Ready, Respectful and Safe' in the wider community as well as in school. If behaviour incidents that could constitute bullying occur while children are travelling to or from school, we will investigate and respond appropriately.

It may not always be appropriate for school to become involved as this could be deemed

'outside of school' behaviour and therefore the responsibility of the parents. The Headteacher will make this decision based on the situation and parents will be contacted by a member of school staff. If it is deemed appropriate for school to become involved and the behaviour constitutes bullying, our 'Responding to Bullying' process will be followed.

Prejudiced-based Incidents

A prejudice-based incident is unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority. There are nine protected characteristics: age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion or belief, sex, and sexual orientation. As an educator, we have a legal obligation to promote equality and tackle discrimination based on these characteristics.

All prejudiced-based incidents are taken seriously and are recorded and monitored in school. They will be addressed following the 'Responding to Bullying' procedure outlined above. The headteacher will report incidents of this nature to the Governing Body.

Preventative Measures

We use a range of measures to prevent and tackle bullying including:

- Children understand what bullying is and know what to do if they feel they are being bullied.
- The whole school curriculum is used to highlight and explore the anti-bullying commitment of the school. Through our PSHE, SMSC and Computing Online Safety programmes of study, there are frequent opportunities for pupils to understand about different types of bullying and what they can do to respond to and prevent bullying. These opportunities also give children the opportunity to value and celebrate themselves, others and appreciate difference.
- Assembly themes compliment the SMSC curriculum and regularly link to anti-bullying themes.
- Targeted intervention takes place when incidents or issues arise which may potentially lead to situations where bullying may occur. These could include addressing situations with pupils in assemblies, in class circle time sessions or individually.
- Stereotypes are challenged by staff and pupils across the school.
- Pupils are consulted regarding behaviour in school and more specific consultation occurs with groups such as school council.
- We encourage an open-door policy with numerous ways to communicate with parents to ensure issues are highlighted quickly.

- We will work with parents and community organisations to tackle bullying where appropriate.

Training

The headteacher and senior leaders in school are responsible for ensuring that all school staff and adults working in school have read, understand and apply the school's anti-bullying policy.

Monitoring the policy

The policy is reviewed annually and is shared with staff during the induction process and as part of updates at the beginning of each year.

Evaluation and review

The headteacher is responsible for ensuring that the anti-bullying policy is enforced and upheld in school and in reporting where appropriate to the Governing Body and Local Authority. The Governors are responsible for evaluating the effectiveness of the policy through their own monitoring and receiving updates from the head teacher.

The policy is reviewed every 12 months.

Date of last review: Sept 2024

We have used a number of documents/publications to inform and support this policy as listed below:

- <https://www.gov.uk/bullying-at-school>
- Preventing and Tackling Bullying – Advice for headteachers, staff and governing bodies – July 2017