

# Great Bardfield Primary School



## Anti-bullying Policy

**Approved by:** Elizabeth Crow (Headteacher)

**Ratified by Governors:** October 2023

**Next review due by:** October 2025

## Aims

The aim of this policy is to prevent and deal with any behaviour deemed as bullying. We are committed to ensuring that the school community works together to create a happy, safe, caring and stimulating environment for every child. By implementing this policy, we will promote a zero tolerance approach to bullying and recognise everyone's role in responding to bullying when it occurs so that appropriate action is taken to support all parties involved.

At our school we want

- every child to feel happy secure and safe within the school
- every adult to feel happy in their workplace
- every person to know that their concerns will be taken seriously and acted upon appropriately

The school will set about doing this in the following ways

- All teaching staff, non-teaching staff and governors will have an understanding of what bullying is and know how to respond to an incident in line with our Behaviour and Relationships Policy.
- All pupils and parents/ carers will be assured that their concerns will be listened to and acted upon when bullying is reported
- We will be proactive in reducing the opportunities for bullying to occur through including bullying in the PSHE curriculum, participating in whole school events, such as anti-bullying weeks and safer internet days, and we will celebrate positive incidents of behaviour individually, in class and as a whole school.
- We will create a positive and caring ethos across the school where everyone feels able to express themselves free from fear of being bullied.

## Anti-bullying

We take a zero tolerance approach to bullying of any sort and we take all incidents of bullying seriously, whether incidents take place inside or outside of school. We believe everybody has the right to be treated with respect and we believe where bullying is challenged effectively pupils will feel safe and happy.

## What is bullying?

The Governors, staff and pupils at our school accept the following definition of "bullying" taken from the DfE "Preventing and Tackling Bullying", March 2014

Bullying is "**Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally**".

Bullying may be physical, verbal or (in the case of cyber bullying) written and has three key characteristics:

- It is ongoing (not the same as a conflict between two equals or a random, unprovoked, aggressive act)
- It is deliberate
- It is unequal – it involves a power imbalance (this can result from size, number, and higher status, being “different” or having access to limited resources)

We recognise at this school that anyone can be bullied for any reason; because of the way they look, their religion, age, gender or if they have a learning or physical disability or difference, and it can take many forms. The main types of bullying are as follows

- Physical - hitting, kicking, spitting, demanding items, shoving
- Verbal - taunting, name calling, insults, racist, sexist, homophobic or offensive remarks
- Sexual - violence or harassment - enforcing a sexual act onto another person or making inappropriate actions or words of a sexual nature towards another
- Indirect - excluding from a group, blanking, gossiping, damaging property
- Cyberbullying - also an indirect type of bullying which includes emailing, text messages or posts on social media

Every type of bullying whether direct or indirect, on the school site or off, will be challenged and taken seriously by all staff and partners of the school community at our school.

It is important to distinguish bullying from other unkind, mean and harmful behaviour. Calling someone a name or pushing someone once, being rude or having an argument with someone is not bullying. Of course, these behaviours should be addressed, but may have different consequences and interventions, which is why the distinction is critical.

### **Signs and symptoms of bullying**

A child may indicate that they are being bullied through their behaviour. Some of the signs to look for are as follows

- becoming withdrawn from social interaction of any sort
- becoming anxious and/or lacking in confidence
- becoming frightened or afraid of leaving school
- beginning to underperform
- has possessions go missing
- is reluctant to talk about how they are feeling

This is not a definitive list and it should be noted that if a change in the child’s behaviour is noted then bullying should be considered as a possibility and should be taken seriously and investigated as soon as possible.

## **Strategies in school for the prevention and reduction of bullying**

Unfortunately, all of the forms of bullying listed above happen in schools, at our school we have a number of proactive teaching strategies which we use throughout the school to develop a positive learning environment with the aim of reducing opportunities for bullying to occur. Some of these include

- Regular attention paid to the school rules and our zero tolerance approach to bullying
- Raising awareness of bullying, what it is and what to do if you or a friend is being bullied, through assemblies, our PSHE curriculum and circle time discussions in class
- Play activities during lunchtimes to involve all children
- Using praise and rewards for positive social behaviour
- Work with outside agencies - social care, police - to promote a positive message in school

## **Procedures for reporting and dealing with unacceptable or bullying behaviour**

At our school we encourage all children to talk to a trusted adult within the school if ever they have a concern or worry. Staff will respond calmly and consistently to all allegations and incidents of negative behaviour. Every concern will be taken seriously and dealt with impartially and promptly. We will listen to all parties involved and we will protect and support all parties until the incident is resolved.

The following procedure will be followed

- Initially, staff will listen to all parties involved separately. They will listen impartially and will record what they have heard factually. They will never promise confidentiality but instead reassure and offer support.
- Staff will act quickly to resolve the situation and provide support to all involved. A restorative approach will be used to maintain connections and maintain relationships between everybody involved.
- Any consequences will have a clear link to the incident and help the child or young person/people involved to learn how to behave more appropriately should a similar situation occur, tailoring this to the needs of the individual.
- In serious cases, for example where threatening/ unacceptable behaviour is involved, parents will be informed and invited in to discuss the problem. This meeting will be with the class teacher and a member of the Senior Leadership Team.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated behaviour does not take place and all parties will be invited to speak to a trusted adult to ensure they continue to feel safe
- For more information regarding how we deal with incidents of bullying, please refer to our *Behaviour and Relationships Policy*.

## **Unacceptable or bullying behaviour which occurs outside the school premises**

School staff have the power to discipline pupils for misbehaving outside school premises, including online behaviour. Sections 90 and 91 of the Education Act 2006 say that a school's disciplinary powers can be used to address pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff, but only if it would be reasonable for the school to regulate pupil's behaviour in those circumstances.

Where bullying outside of school or online is reported to school staff, it will be investigated and acted upon. The Headteacher will also consider whether it is appropriate to notify the police or the local authority of the action against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police will always be informed.

While school staff members have the power to discipline pupils for bullying that occurs outside school, they can only impose the disciplinary sanction and implement that sanction on school premises or when the pupil is under the lawful control of school staff.

## **Sexual violence and sexual harassment**

Sexual violence and sexual harassment can happen anywhere, and all staff working at our school are advised to maintain an attitude of 'it could happen here'. The school has a zero-tolerance approach to sexual violence and sexual harassment, including online, and it is never acceptable, will not be tolerated and should never be passed off as 'banter', 'just having a laugh', 'part of growing up' or 'boys being boys'.

Physical behaviour such as grabbing bottoms, breasts or genitalia, pulling down trousers, flicking bras and lifting up skirts are not acceptable and will always be challenged.

Any pupil engaging in sexual violence or sexual harassment will be subject to consequences outlined in this policy, and parents of both victim and perpetrator(s) informed.

In the event of an incidence of sexual violence or sexual harassment, immediate consideration will be given as to how best to support the victim and the alleged perpetrator(s). All incidents of sexual violence and sexual harassment will be recorded confidentially on CPOMS.

## **Bullying and the Law**

Our school endeavours to comply with the legal requirements placed on schools and the Governing body to determine detailed measures (rules, rewards, sanctions and behaviour management strategies) that 'encourage good behaviour and respect for others on the part of pupils and in particular preventing all forms of bullying among pupils' Education and Inspections Act 2006, section 89. The school will exercise its legal powers (as outlined in section 89/5) and (section 91, Education and Inspections Act 2006) as deemed appropriate and practicable.

Schools are required to comply with the equality duty 'The Equality Act 2010'. The public sector equality duty has three aims:

Eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;

Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and

Foster good relations between people who share a protected characteristic and people who do not share it.

### **Monitoring and evaluation of this policy**

To ensure the policy remains effective it will be reviewed biennially and it will be monitored and evaluated regularly. We will monitor its effectiveness through our behaviour logs and pupil questionnaires and parent perception surveys. The school will also monitor the rate of suspensions and exclusions to ensure that the policy is administered fairly and consistently.

### **Responsibilities**

It is the responsibility of:

- School Governors to take a lead role in monitoring and reviewing this policy.
- Governors, the Headteacher, Senior Managers, Teaching and support staff to be aware of this policy and implement it accordingly.
- The Headteacher to communicate the policy to the school community and to ensure that disciplinary measures are applied fairly, consistently and reasonably.
- Staff to support and uphold the policy
- Parents/carers to support their children and work in partnership with the school
- Pupils to abide by the policy

### **Other related policies include:**

Behaviour and Relationships Policy

Child Protection Policy

Online safety Policy