



Netherseal St Peter's C E (C) Primary School

## Anti-Bullying Policy 2018-2019

(This policy also links to the Behaviour Policy 2018-2018)

### Governing Body Statement

Our school is a place where every person has the right to freely enjoy who they are, to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each another with respect and kindness.

### Aims and Purpose

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassment or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

### Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group. The **STOP** acronym can be applied to define bullying – **Several Times On Purpose**.

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone

- **Attacking property** – such as damaging, stealing or hiding someone’s possessions

**Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone

- **Psychological** – such as deliberately excluding or ignoring people
- **Cyber** – such as using text, email or other social media to write or say hurtful things about someone

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health conditions**
- **Related to home or other personal situation**
- **Related to another vulnerable group of people**

Bullying is not occasional falling out with friends, one-off name calling, arguments or when an occasional “joke” is played on someone. Although children do sometimes fall out or say things because they are upset, when occasional problems of this kind arise it is not classed as bullying. It is an important part of a child’s development to learn how to get along with others and deal with occasional friendship breakdowns; our PHSCE curriculum is effective in helping children to develop the social skills necessary to build friendships and repair relationships.

**No form of bullying will be tolerated and all incidents will be taken seriously.**

### **Reporting bullying**

If a pupil is being bullied they are encouraged to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher or any other teacher
- Tell a friend in school who in turn can help them tell a teacher or staff
- Tell any other adult staff in school – such as lunchtime supervisors, Teaching Assistants or the school office
- Tell an adult at home

- Report anonymously (e.g. through a worry box)
- Call ChildLine to speak with someone in confidence on 0800 1111

## **Roles & responsibilities**

All school staff, both teaching and non-teaching have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying.

The headteacher is the anti-bullying lead and has 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 well-being of all young people.

Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their child to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office.

Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victim and, if possible, help them to tell a trusted adult.

## **Responding to bullying**

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 head teacher
- The Headteacher will interview all concerned and will record the incident
- Parents of the pupil who has been bullied, and those of the pupil who has bullied, will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned.

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with their class teacher/ headteacher
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence.

Pupils who have bullied will be helped by:

- Discussing what happened
- Talking about why they became involved
- Establishing the wrong doing and need to change
- Informing parents or guardians to help change the attitude of the pupil.

Where appropriate, a restorative justice meeting will be held, where the pupils are given the opportunity to restore the positive relationship.

In situations where incidents happen outside of school, including cyber bullying, the headteacher will assess whether referral to police or the local authority is necessary.

### **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 always be challenged by staff and recorded and monitored by the headteacher. The headteacher will report an annual summary of any such incidents to the governing body. Follow up actions and sanctions, if appropriate, will be taken for pupils found using any such language.

### **Prejudice-based incidents**

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. Any prejudice-based incident is taken seriously and recorded and monitored in school. The headteacher will report an annual summary of any incidents to the governing body. This not only ensures that any incident is dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

### **School initiatives to prevent and tackle bullying**

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

- The PSHCE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying
- School assemblies help raise pupils' awareness of bullying and derogatory language

- Difference and diversity are celebrated across the school through diverse displays, books and images. The whole school participates in events including Anti-Bullying Week & Black History Month
- The school values of equality and respect are embedded across the curriculum to ensure that it is as inclusive as possible
- Stereotypes are challenged by staff and pupils across the school
- Playground buddies offer support to all pupils, including those who may have been the target of bullying
- The Positive Play programme provides support to targets of bullying and those who show bullying behaviour
- Pupils are continually involved in developing school-wide anti-bullying initiatives through consultation with School Council and through anti-bullying surveys

**The following disciplinary steps may be taken:**

- Official warnings to cease offending
- Detention
- Exclusion from certain areas of school premises
- Minor fixed term exclusion
- Major fixed term exclusion
- Permanent exclusion

**Monitoring, Evaluation and Review**

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

**Sue Hart**  
**July 2018**

This policy was approved by governors on July 12<sup>th</sup> 2018

# APPENDIX 1

## Netherseal St Peter's Bullying & Prejudice-Based Incident Report Form

### Section A: Staff details

Date of completing form:	
Name of staff member:	

### Section B: Details of incident

Bullying	Prejudice-based incident
<b>Nature of incident:</b> Tick all that apply	
Physical	Property
Verbal	Psychological
Cyber	
<b>Form of bullying or incident:</b> Tick all that apply	
Race	Culture
Sexual orientation – homophobic or biphobic	Gender identity - transphobic
Gender - sexism	SEN or disability
Appearance or health conditions	Related to home or other circumstance

**Details of those involved:** Record all involved, whether adults, pupils, visitors from the school community and from outside

Target of bullying/incident:	Name:	Age/year group:	Class teacher:	Other relevant information:
Person responsible for bullying/incident	Name:	Age/year group:	Class teacher:	Other relevant information:

**Details of incident: if you are unsure of the category then tick all that you think may apply and simply explain the details.**

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**Date:**

**Place:**

**Time:**

Witnesses

Repeat incident or serious incident

Any relevant supporting information e.g. witness accounts

Action taken:

Details of others involved or notified:

Actions for follow-up:

Date for reviewing:

After completion, please hand this form to the headteacher.

All incidents reported via these forms, whether bullying or a prejudice-related incident, will be recorded centrally and the data used to analyse any trends across the school. Data and any analysis will be shared with governors.

Inappropriate or derogatory language will be reported to the headteacher to be recorded, monitored and analysed. This will not always require a full incident reporting form unless it is a serious prejudice-based incident. Data and any analysis will be shared with governors.