



ALL SAINTS' CE FEDERATION

'Building the bridge to success together'



Anti Bullying Policy

This guidance outlines All Saints' CE Federation policy and practice to prevent and tackle bullying so that children are educated in a safe, secure and nurturing environment. We are committed to developing an anti-bullying culture whereby no bullying, including between adults, or adults and children and young people will be tolerated.

Governors, staff and pupils in all schools in the Trust will:

- Discuss, monitor and review the anti-bullying guidance on a regular basis
- Support all staff to promote positive relationships and identify and tackle bullying appropriately
- Ensure that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that they abide by the anti-bullying guidance
- Report back to parents/carers regarding their concerns on bullying and deal promptly with complaints. Parents/carers in turn work with the school to uphold the anti-bullying guidance
- Seek to learn from good anti-bullying practice elsewhere and utilise support from the Local Authority and other relevant organisations when appropriate.

Definition of 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 four main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist, homophobic remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyberbullying (defined as 'the use of Information and Communications Technology (ICT)) particularly mobile phones and the internet, used deliberately to upset someone else. It can be used to carry out all the different types of bullying (such as racist bullying, homophobic bullying or bullying related to SEN and disabilities). Cyberbullying includes inappropriate and harmful behaviours expressed via digital devices such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social networking sites, and sending offensive or degrading images by phone or via the internet.

Forms of bullying covered by this guidance

Bullying can happen to anyone. This guidance applied to all types of bullying including:

- Bullying related to race, religion or culture
- Bullying related to LDD (learning difficulties or disability)
- Bullying related to appearance or health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers or looked after children or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying

Action to be taken if bullying occurs

a) **Victims** are supported and reassured. They are offered help and support in dealing with the consequences of the bullying and to help them deal more effectively with any future bullying.

b) **Perpetrators** are made to realise that bullying is unacceptable and that it will not be tolerated. c) **Children and staff** are made aware of their responsibilities in stopping bullying from happening. It is everyone's responsibility to prevent it and children are helped to understand that it is acceptable (and important) that they report bullying when they know that it is happening.

d) **Parents** when appropriate are made aware when their child is being bullied, or is bullying someone else.

e) **Midday supervisory assistants** and other support staff are aware of the policy on bullying and appropriate action to take when it occurs.

f) **School policy on Behaviour** emphasises the need to care for and respect other people.

Approaches to prevent bullying

The Senior Leaders will promote an open and honest anti-bullying ethos which secures wholeschool community support for the anti-bullying guidance. Staff are expected to actively demonstrate positive behaviour and set a positive context for anti-bullying work in the schools. All Saints CE Federation will adopt a range of strategies to reduce bullying and to tackle it effectively if it does occur. It will:

- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience, particularly through each school's Emotional Literacy support programme.
- Consider all opportunities for addressing bullying including through the curriculum, displays, peer support and through the School Council. This will include PSHE and Citizenship classes which can be used to discuss issues around diversity and draw out anti-bullying messages.
- Train all staff to identify bullying and follow the school's guidance and procedures on bullying, including recording incidents of bullying.

- Actively create “safe spaces” for vulnerable children and young people and provide structured play opportunities at lunchtime and by using older children acting as play leaders.
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied.
- Make use of creative learning through art, music, poetry, drama and dance to develop understanding of feelings and enhance pupils’ social and emotional skills
- Use whole-school and key stage collective worship to raise awareness of the anti-bullying guidance
- Provide age appropriate events which can prompt further understanding of bullying such as theatre groups, exhibitions and current news stories

Involvement of pupils

We will:

- Ensure pupils know how to express worries and anxieties about bullying
- Ensure all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying sessions in schools
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have
- Ensure there are opportunities for pupils to have a say about school issues

Liaison with parents and carers

We will:

- Ensure that all parents/carers know who to contact if they are worried about bullying.
- Ensure all parents/carers know about our complaints procedure and how to use it effectively.
- Ensure all parents/carers know where to access independent advice about bullying.
- Work with all parents and the local community to address issues beyond the school gates that give rise to bullying, utilising the school’s PSCO wherever necessary.