St Richard's CE Primary School

Anti-Bullying Policy

This policy was last reviewed:	Spring 2024
This policy will be reviewed again:	Spring 2025
This policy will be reviewed by:	School Community Committee
Statutory policy:	Yes
Source:	Governing Body

ANTI-BULLYING POLICY 2024-25

The aim of our anti-bullying policy is to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. We are committed to promoting positive physical, mental health and emotional wellbeing for all pupils so that all have the resilience to manage 'normal' stresses of life.

We aim to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. All staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with our policy.

Our school is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment. Everybody at our school is equal and should treat each other with respect and kindness.

For more detail, please see other policies including Behaviour Policy, e-Safety Policy and Safeguarding Policy.

Aims and purpose of the policy

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 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. Our Faith ID values underpins our ethos and reflects what would 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 bulling and regularly monitor, review and assess the impact of our preventative measures.

Related polices: *Behaviour policy; Equality policy; e-Safety Policy; Safeguarding Policy*

Definition of bullying

Bullying is hurtful or unkind behaviour which is deliberate and repeated over a period of time, demonstrating an imbalance of power. Bullying can be carried out by an individual or a group of people towards and individual or group. The **STOP** acronym can be applied to define bullying - **S**everal **T**imes **O**n **P**urpose.

The nature of bullying can be:

- **Physical** - such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- **Emotional/Mental** – being continually unfriendly, excluding others, tormenting. Including exclusion of anyone new to a school or group or exclusion of a child because of the action/behaviour of their parent.
- **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)	Gender identity (transphobic bullying)
Religion or belief	Special Educational Needs (SEN) or disability
Culture of class	Appearance or health conditions
Gender (sexist bullying)	Related to home or other personal situation
Sexual orientation (Homophobic or biphobic bullying)	Related to another vulnerable group of people

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

It is not bullying when:

Children and young people of a similar age and size find themselves in conflict with no imbalance of power. Examples of this could include:

- Disagreeing
- Name-calling between two friends
- Play fighting
- Having an argument and even physical fighting with no imbalance of power or use of intimidation

Reporting bullying

PUPILS WHO ARE BEING BULLIED: Pupils 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 are encouraged not to retaliate but 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
- Tell any other staff in school - such as lunchtime supervisors, Learning support assistants
- Tell an adult at home
- Report anonymously
- Call ChildLine to speak with someone in confidence on 0800 1111

Reporting - roles and responsibilities

ALL STAFF: Staff 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. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. The class teacher will then report these concerns to a senior member of staff. In addition to the SLT team, the school's Welfare Officer will be involved in supporting the children and their families. The welfare officer also has an open door policy where pupils can talk to her about any concerns at any time.

SENIOR STAFF: The Senior Leadership Team and the head teacher have overall responsibility for ensuring that the 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: 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 not to retaliate and support and encourage them 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 or a member of staff.

PUPILS: 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:

Our school has systems in place to enable pupils to report bullying incidents. This includes the ability to report bullying confidentially, the commitment to an effective and fair investigation, strategies to ensure all parties are listened to and follow up systems that ensure that agreements are sustained.

When bullying has been reported the following actions will be taken:

- A clear, dated written account of the incident will be recorded using our expression of concern proforma and given to the headteacher
- the incident must be dealt with immediately by the member of staff who has been approached
- The headteacher will interview all concerned and will make notes of the discussions.
- Parents will be kept informed to help support the pupil
- Sanctions will be used as appropriate, following a Restorative enquiry, in consultation will all parties concerned.
- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside school.
- For the pupil being bullied, the offer of an immediate opportunity to discuss the experience with a teacher or member of staff of their choice plus the offer of ongoing support through social and emotional intervention.
- The opportunity for restorative justice
- For the perpetrator, support to ensure that the incident is not repeated. For example, individual behaviour plans or social intervention groups.

The following disciplinary steps may be taken when dealing with pupils deemed to have bullied:

- sanctions agreed by the victim as part of the restorative enquiry
- informing parents or guardians
- official warnings to cease offending
- internal exclusion
- fixed-term exclusion
- permanent exclusion

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

- A child friendly anti-bullying policy (displayed in classrooms) ensures all pupils understand and uphold the anti-bullying policy
- Our PHSE teaching 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 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 such as Anti-Bullying week.
- 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.
- Our Restorative Approach strategy provides support to target of bullying and those who show bullying behavior.
- Work with outside agencies as well as early identification enable pupils to be supported.

RECORDING AND REPORTING

Records of incidents will be logged on our Child Protection Online Management System (CPOMS) Racist and Homophobic incidents are recorded and sent to the Local Authority. In proven cases, if deemed necessary, we will pass the information on the secondary school as part of our transition.

MONITORING AND REVIEWING

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school. The head teacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.