

Bleasby Church of England Primary School



Anti-Bullying Policy

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Introduction

At Bleasby Church of England Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils. In line with the Equality Act 2010, it is essential that our school:

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

At Bleasby Church of England Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment. Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'.

Where this is the case, the school staff should report their concerns to the Designated Safeguarding Lead immediately. This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy, our Child on Child Abuse Policy, our Employee Code of Conduct and the School's Christian Vision, Aims and Values.

Our vision and values

Bleasby Church of England Primary School exists to welcome those of all faiths or none and see every member of its community flourish as unique, precious and beloved human beings who have been created in God's image. The school does this by supporting everyone to achieve their personal and academic potential; by encouraging everyone to belong together as one family; and by nurturing everyone to care for one another and the wider world.

When a child is bullied they are less likely to flourish and so it is fundamental that bullying is addressed quickly and effectively in order to meet our vision and demonstrate our values:

Children do not **achieve** if they struggle to **belong**. A lack of **belonging** and **care** results from bullying.

Defining bullying

At Bleasby we define bullying as the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or online.

How does bullying differ from teasing/falling out between friends or other types of aggressive behaviour?

- There is a deliberate intention to hurt or humiliate.

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- There is a power imbalance that makes it hard for the victim to defend themselves
- It is usually persistent – Several Times On Purpose - STOP

Occasionally, an incident may be deemed to be bullying even if the behaviour has not been repeated or persistent – if it fulfils all other descriptions of bullying. This possibility should be considered, particularly in cases of hate crime related bullying and cyberbullying. If the victim might be in danger then intervention is urgently required.

What does bullying look like?

Bullying behaviour can be physical, verbal or emotional and includes:

- physical assault
- taking or damaging belongings
- name calling
- taunting, mocking, making offensive comments
- online bullying (cyberbullying)
- gossiping and spreading hurtful and untruthful rumours
- excluding people from groups.

As a school we use the acronym STOP (Several Times On Purpose) to define bullying.

Responsibilities and expectations

Governors

- Governors will ensure there is a robust policy in place to address any incidents of bullying. They will also monitor the extent and nature of bullying in school through reports received from school leaders. They will question and challenge to ensure any incidents of bullying are effectively addressed so that pupils' well-being is promoted.
- Additionally governors will ensure there is a strong ethos and culture in school that takes bullying seriously and helps children to develop a strong sense of right and wrong with kindness and care for all in the school community.

Staff

- Staff will take all forms of bullying seriously and intervene to prevent incidents from taking place. They will keep a record on the school system of all incidents that happen in their class and that they are aware of in the school.
- If staff witness an act of bullying, they will do all they can to support the child who is being bullied. If a child is being bullied over a period of time, then, after consultation with the Head Teacher, the teacher will inform the child's parents.
- A record will be kept of any known incident of bullying that occurs outside lesson time, near the school or on the children's way home or to school or online. When persistent the member of staff will discuss their concerns with the Head Teacher.
- Staff will deal with any bullying issue immediately, in liaison with the Head Teacher as necessary. This may involve counselling and support for the victim of the bullying, and consequences for the child who has carried out the bullying.
- Time will be spent talking to the child who has been bullied and to the perpetrator: to understand why what has happened is wrong and to influence future behaviour.

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- If a child is repeatedly involved in bullying other children, the Head Teacher will be informed and the parents/carers will be informed. In some cases further external agencies may be engaged to address intransigent issues.
- Staff will routinely attend training, which enables them to become equipped to deal with incidents of bullying and behaviour management.
- Staff will support all children and establish a climate of trust and respect for all.

Pupils

- Children are encouraged to report any incidents of bullying to an adult in school or at home, whether or not they are directly involved. This can be done verbally or by writing down their concerns. In addition, peers within the playground may be approached to support the child to report the incident.
- Children who have been bullied will be supported by:
 - offering an immediate opportunity to discuss the experience with a member of staff of their choice
 - reassuring the child
 - offering continuous support
 - restoring self-esteem and confidence
- Children who have bullied will be helped by:
 - discussing honestly what happened and work with the adult to resolve it
 - discovering why the child became involved
 - establishing the wrong doing and need to change
 - showing that they understand and display appropriate behaviour at all times
 - informing parents or guardians to help change the attitude of the child and offering continuing support

Parents/carers

Parents/carers have an important contribution to make to our anti-bullying stance and the successful implementation of our policy. They will:

- Work in partnership with the school.
- Advise their children to report any concerns to a member of staff.
- Discourage behaviours which might be considered as bullying – including online behaviours at home.
- Stress to their children that retaliation is not helpful.
- Contact the school to arrange an appointment with the child's class teacher to discuss concerns.
- Co-operate with the school, if their child/children are accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves.
- Accept their role in dealing with bullying behaviours which occur outside the school so that they do not interfere with effective learning and teaching during the school day.

Preventing bullying

We will use various methods to prevent bullying; these will include:

- Having a listening and caring ethos
- Adopting a problem solving approach
- Exploring issues through the curriculum and Acts of Worship
- Supporting the bully and the victim in modifying behaviour
- Providing information through notice boards, posters and in class
- Providing support through peer schemes and pupil responsibilities
- Applying sanctions to pupils who demonstrate bullying behaviours on an ongoing basis
- Working openly and in close partnership with parents/carers (where it is deemed necessary and appropriate) to address issues of bullying
- Engaging external expert advice and support in the most serious of cases to help children change their behaviour.

Diversity and Inclusion

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- seeking opportunities to learn about and celebrate difference
- increasing diversity within our staff, volunteers, children and young people
- welcoming new members to our school
- ensuring that children who may have greater difficulty recognising or reporting bullying are given greater support in doing so.