



# Stapeley Broad Lane CE Primary School

## Anti-bullying policy

January 2024

### Background

The school uses PHSE lessons, Online Safety Curriculum, circle time and assemblies to discuss issues around bullying, including what bullying is and how we can stop it.

This policy should be read in conjunction with:

- Behaviour Policy
- Complaints Policy
- Safeguarding

### Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our students so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school. If bullying does occur, all students should be able to tell and know that incidents will be dealt with promptly and effectively. This means that anyone who knows that bullying is happening is expected to inform members of staff.

### Objectives of this Policy

- All governors, teaching and non-teaching staff, students and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school's policy is on bullying and follow it when bullying is reported.
- All students and parents should know what the school's policy is on bullying and what they should do if bullying arises.
- As a school we take bullying seriously. Students and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated in our school.

### What is bullying?

Our agreed definition is that:

**"Bullying is when someone's behaviour hurts or upsets someone else on purpose and they keep doing it"**

**Bullying is, therefore, action taken by one or more children with the deliberate intention of hurting another child, either physically or emotionally.**

### Bullying can be:

- Emotional – being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- Physical – pushing, kicking, hitting, punching or any use of violence
- Racist – racial taunts, graffiti, gestures
- Sexual – unwanted physical contact or sexually abusive comments
- Homophobic – because of, or focussing on the issue of sexuality
- Verbal – name-calling, sarcasm, spreading rumours, teasing
- Cyber – All areas of the internet, such as email and internet chat room misuse, mobile threats by text messaging and calls, misuse of associated technology, i.e. camera and video facilities.

## Why is it important to respond to bullying?

- Bullying hurts
- No one deserves to be a victim of bullying
- Everybody has the right to be treated with respect
- Pupils who are bullying need to learn different ways of behaving

## **Staff Responsibilities**

- To implement procedures to confront bullying of any form
- To listen to all parties involved in incidents
- To investigate incidents promptly and as fully as possible and record on CPOMS
- To take appropriate action and to refer to SLT as appropriate
- To share with parents of the victim and bully, incidents of serious and/or persistent bullying
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate
- To promote the use of interventions which are least intrusive and most effective.

## **Signs and Symptoms**

A student may indicate by signs or behaviour that he or she is being bullied. All adults should be aware of these possible signs and that they should investigate if a student:

- is frightened of walking to or from their school
- doesn't want to go into vulnerable areas of the school i.e. toilets, library, dinner hall
- is unwilling to go to school
- becomes withdrawn, anxious, or lacking
- changes in behaviours

*These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.*

## Procedure to follow when an allegation has been made

Given the sensitivity of such incidents, school will endeavour to follow and proceed as quickly and efficiently as possible. The following process will be supported by a record of all discussions/decisions which are recorded on CPOMS.

- Discussion with victim
- Discussion with witnesses
- Discussion with alleged perpetrator
- Build up an accurate picture of events
- Support given to victim
- Option for Headteacher to consult outside agencies for support/guidance
- Consequences and actions agreed
- Discussion with parents
- Review outcomes

## **Outcomes**

- The bully (bullies) may be asked to genuinely apologise. Other consequences such as those in our behaviour policy may take place.
- Restorative approach (ELSA, class teacher, SLT)
- Use of home / school communication books
- Involvement of external agencies

- Monitoring by ELSA
- Peer support/peer mentoring
- Formal recording (racism/homophobia)
- Use of behaviour contract
- Liaison with parent/carer/social worker
- In serious cases, suspension or even exclusion will be considered
- If possible, the students will be reconciled through restorative approach
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Any incidents of bullying are dealt with in a proportionate and appropriate manner, depending on the severity of the incident the outcome will be determined by the Headteacher.

This policy was written in January 2024