



Staplegrove Church School

## **ANTI-BULLYING POLICY**

*'That they may have life, life in all its fullness' John 10:10*

Written by	<i>Paul Armstrong</i>
Ratified by	<i>Local Governing Committee</i>
Date last reviewed	<i>30<sup>th</sup> November 2022</i>
Date of next review	<i>December 2023</i>
Signed – Chair of Governors	<i>Rob Crocker</i>
Signed – Headteacher	<i>Paul Armstrong</i>

## **ANTI- BULLYING POLICY**

### **Rationale**

Bullying is not an inevitable part of school life. It is a wilful and conscious desire on the part of one individual to hurt another or put him/her under stress. It is essential that issues of bullying are discussed and debated and children can feel part of a safe and supportive environment.

### **Definition**

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time. The phrase used in school is Several Times On Purpose (STOP).

The main types of bullying are:

- Physical (hitting, kicking, theft).
- Verbal (name calling, racist, homophobic remarks)
- Indirect (spreading rumours, excluding someone from social groups)
- Cyber bullying (bullying using electronic devices, including over the internet)

In school we discuss what bullying is not. This includes, but is not limited to, falling out with a friend, having a difference of opinion with another child, disagreeing over a game or a friend not choosing to play with someone on an occasion. In all cases, staff will listen carefully to children's accounts and apply the principles of this policy in making such judgements.

Pupils who are bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, reluctance to participate eg in playtimes or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools. School's teaching and support staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

### **Statutory Duty of Schools**

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and bring these procedures to the attention of staff, parents and pupils.

### **Objectives**

- To provide an environment in which pupils feel safe and secure.
- To promote discussion of difficulties both specific and general.
- To monitor and record incidents of bullying in order to detect possible patterns of behaviour.
- To sanction unacceptable behaviour.
- To ensure that everyone is treated with respect as an individual irrespective of race, religion, creed, abilities, gender or sexual orientation.

## **Implementation**

The following steps will be taken by the school when dealing with incidents:

- If bullying is reported or suspected, 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 reported to the class teacher and safeguarding team through the CPOMs website. The member of staff will make every effort possible to explain the situation in person to the class teachers of children involved.
- The teaching staff or a member of the Senior Leadership Team will interview all concerned and record the incident.
- The class teachers will be kept informed.
- Parents (of victim and perpetrator) will be kept informed.
- Sanctions will be used as appropriate and in consultation with all parties concerned.
- Detailed written records of incidents will be kept on file using CPOMs.

## **Pupils**

Pupils who have been bullied will be supported by:

- Being offered an immediate opportunity to discuss the experience with their teacher or a member of staff of their choice.
- If they want this, a face-to-face apology from the bully and/or a discussion with them.
- Reassurance from the staff.
- Offering continuous support.

Pupils who have bullied will be helped by:

- Discussing what happened.
- Discovering why the pupil became involved.
- Establishing the change in behaviour that will take place.
- Ensuring understanding regarding why the behaviour constitutes bullying.
- Engaging the parents/carers to help change the attitude of the pupil.

The following disciplinary steps can be taken:

- Official warnings to cease bullying.
- Certain areas of the school premises being out of bounds to a specific child.
- Being under supervision during playtimes and lunch breaks, including the possibility of not being allowed to access the playground.
- Fixed-term suspension.
- Permanent exclusion.

Except for very minor cases where it is clear that the behaviour does not constitute bullying and has not been carried out several times on purpose, the parents of all children involved will be informed.

## **Fostering an anti-bullying culture**

In order to raise awareness of the nature of bullying and to eradicate such behaviour the school will:

- Involve pupils in defining behavioural expectations and what bullying is at the beginning of the academic year. This process will involve the school council sharing an 'Anti-Bullying Toolkit' with their classes which is then displayed in classrooms.
- Include work on specific and imaginary incidents in 'Circle time' and PSHE lessons.
- Run Anti-bullying week in November
- Include stories concerning bullying in the collective worship programme.
- Encourage that it is right to 'tell' and that bullying is wrong.
- Inform parents of the school policy and reassure them that concerns reported will be handled with sensitivity, due haste and discretion.
- Expect adults working in the school to provide a positive role model of fair and unthreatening behaviour both in their interactions with children and other adults.
- Include in computing lessons aspects of cyber bullying

### **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.

## Appendix 1: Anti-Bullying Toolkit produced with the support of School Council

# **Our Anti-Bullying Toolkit**

## **What is bullying?**

**Bullying is when someone is unkind to you several times on purpose – STOP.**

**Bullying can mean somebody using words or their body to hurt you.**

## **What should I do?**

**If you think you are being bullied, speak to your teacher or another trusted adult in school.**

**If someone is unkind to you or hurts you, do not do it back to them.**

## **What will the adult do?**

- The adult will listen to you.
- They will then speak with the person who has been bullying you.
- The bully will apologise.
- The adults will speak to your parents about what has happened.



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**#ANTIBULLYINGWEEK**