



Anti-Bullying Policy

Date adopted by the Governing Body: Spring 2020
Review date: Spring 2022

Ickleford Primary 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. Everyone at our school is equal and treats each other with respect and kindness.

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

Aims of the Policy

At Ickleford Primary 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 to prevent 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. These values reflect those that will be expected of our pupils by society, when they transfer to secondary school and enter further study and the world of work.

We are committed to improving our school's approach to tackling bullying and routinely monitor, review and assess the impact of our preventative measures.

Objectives of the Policy:

- to ensure that all children, parents and carers, staff and Governors have an agreed understanding of what bullying is
- to ensure that bullying is taken seriously by all members of the school community
- children, parents and carers should be assured that bullying will be tackled effectively when it is reported
- to ensure that all children, parents and carers, staff and Governors follow the school's procedures if bullying occurs

Definition of Bullying

Bullying is the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face-to-face or through cyberspace, and comes in many different forms (*Kidscape*)

The **STOP** acronym can be applied to define bullying – **Several Times On Purpose** (*Stonewall*)

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted contact towards someone
- **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
- **Cyber** – such as using text, email or other social media to write or say something hurtful about someone
- **Psychological** – such as deliberately excluding or ignoring people

Bullying can be based on the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender Identity** (transphobic bullying)
- **Special Educational Needs or disability**
- **Appearance or health conditions**
- **Related to home or other personal situations**

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

Reporting Bullying

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied they are encouraged to not 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 their class teacher, T.A. or any other ‘trusted adult’ who works in the school
- tell a friend or school council representative who in turn can help them tell a teacher or ‘trusted adult’
- tell an adult at home who can support them in reporting the incident to school, or
- call ChildLine to speak with someone in confidence on 0800 1111

Roles and Responsibilities when Reporting Bullying

STAFF: All school staff, both teaching and non-teaching (e.g. midday supervisors, office staff and site manager) 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 and either the Headteacher or the Deputy Headteacher and log the incident on C-Poms (School’s internal digital logging system).

SENIOR STAFF: The Senior Leadership Team led by the Headteacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all pupils.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying, which are listed in Appendix 1, at the end of this policy. 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. The school office staff will inform their class teacher and either the Headteacher or the Deputy Headteacher.

PUPILS: Pupils must 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

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

- Staff will record the bullying incident on the School's C-Poms system.
- The Headteacher and/or Deputy Headteacher will monitor the incident recorded on C-Poms and determine the actions, then analyse and evaluate the results.
- The class teacher and Headteacher or Deputy Headteacher will offer support to the target of the bullying through discussion. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault. Action plans will make use of any appropriate school initiatives listed below.
- The class teacher and Headteacher or Deputy Headteacher will pro-actively respond to the bully who may require support and will devise a plan of action.
- The Headteacher or Deputy headteacher will usually inform parents or carers unless there are exceptional circumstances, and where necessary involve them in any plans of action.
- The School's Positive Behaviour Policy will be followed, which will include 'reflect, restore and repair' discussions, an apology and appropriate consequences. In serious cases an exclusion will be considered.
- The Headteacher will assess whether any other authorities (such as Local Authority, Police or outside agencies) need to be involved.
- The Headteacher will produce termly reports summarising the information, which will be presented to the Governing Body in the Headteacher's Termly Report.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff, recorded and monitored on C-Poms. Follow up actions and

consequences, if appropriate, will be taken for pupils and staff found using any such language.

Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the Headteacher reporting any such incidents to the Governing Body in the Headteacher's Termly Report. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bullying interventions.

School Initiatives to Prevent and Tackle Bullying

We work hard to prevent any forms of bullying. We use a range of measures to prevent and tackle bullying, including:

- Golden Rules which are embedded across the school and are based on the UN Convention on the Rights of the Child.
- Age appropriate PSHE teaching includes opportunities for pupils to understand about different types of bullying and what they can do to prevent it.
- Values Education, which include equality and respect, are embedded across the curriculum to ensure that it is as inclusive as possible.
- Child friendly anti-bullying policy ensures all pupils understand and uphold the anti-bullying policy.
- Protective Behaviour programme which includes safety awareness and resilience building activities that helps children and adults to recognise any situation where they feel worried or unsafe, such as feeling stressed, bullied or threatened; and explores practical ways to keep safe.
- Class circle time discussions which are used as a tool for improving relationships and behaviour.
- School council representatives' air individual or class concerns regarding behaviour or aid in the promotion and feedback of specific events around school.
- Collective Worship and school assemblies which help raise awareness of bullying and derogatory language.
- Online Safety forms a routine and regular part of any computing curriculum lesson.
- National Anti-Bullying Week, provides age appropriate activities to reinforce the pupils' understanding of bullying.
- Black History Month activities which promote the positive contribution black and minority ethnic groups have made to British culture.

- School's Positive Behaviour Policy which promotes the opportunity for discussion to reflect on anti-social behaviours and the feelings they generate, and lead into repairing and restoring relationships.
- Resilience Reaps Rewards program which is a whole school initiative to develop the resilience of children and families.
- School is willing to work with parents and carers in partnership with suitable outside organisations which tackle bullying where appropriate.

Training

The Headteacher is responsible for ensuring that all school staff, both teaching and non-teaching (including midday supervisors, office staff and site manager) receive regular training on all aspects of the anti-bullying policy.

Monitoring and Reviewing

The Headteacher is responsible for reporting to the Governing Body (and the Local Authority where applicable) on how the policy is being enforced and upheld, via a termly report. 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, on Governor days. The policy is reviewed every 2 years.

This policy should be read in conjunction with the following School policies:

- Positive Behaviour Policy
- Online Safety and Acceptable Internet Use Policies
- Staff Code of Conduct Policy
- Equality Policy
- Child Protection and Confidentiality Policies
- PSHE and SRE Policies
- Whistle Blowing Policy

APPENDIX 1

Signs and Symptoms

A child ***may*** indicate signs of behaviour that they are being bullied. Adults should be aware of these possible signs if a child:

- is frightened of walking to and from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school
- begins truanting
- becomes withdrawn, anxious, or lacking in confidence
- starts stammering
- attempts or threatens to run away
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to underachieve in school work
- has possessions go “missing”
- asks for money or starts to steal money (to give to bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what’s wrong

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

APPENDIX 2

Helpful Organisations

Kidscape Parents Helpline (Mon-Tues 10am-5pm)	020 7730 3300 www.kidscape.org.uk
Bullying Online	0808 800 2222 www.bullying.co.uk
ChildLine	0800 1111 www.childline.org.uk
NSPCC	0808 800 5000 www.nspcc.org.uk
Stonewall	020 75931862 www.stonewall.org.uk