

# Anti-Bullying Policy

2022 - 2023



# Introduction

The ethos of our school is one of inclusion and yet we recognise there may be isolated incidents where bullying occurs and/or a child may perceive themselves as being bullied. We recognise that preventing, raising awareness and consistently responding to any cases of bullying is a priority to ensure the safety and well-being of all our pupils. We foster high expectations of behaviour for all pupils and will challenge unacceptable behaviours.

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; and foster good relations between people who share a protected characteristic and people who do not share it.

Keeping Children Safe in Education 2022 (KCSIE) states schools must assume that child on child abuse (which may be a form of bullying if sustained) is occurring and to outline how measures to reduce it in schools. We promote and develop a school ethos where bullying behaviour is regarded as unacceptable, to ensure a safe and secure environment is sustained for all pupils and use [“No Outsiders”](#) as a model to teach our children how to live together accepting and celebrating differences.

## Objectives of this policy

- To ensure a shared understanding of bullying from all stakeholders
- To ensure that all staff and Governors know the school respond to incidents of bullying
- To inform parents on how the school educates children and responds to incidents of bullying

## Bullying Definition

Any repeated and targeted behaviours by one person or a group that internationally hurts another individual or group physically or emotionally.

Bullying can be short term or ongoing over a period of time.

## Types of Bullying

Emotional

Physical

Racial

Sexual

Homophobic

Direct/indirect verbal

Cyber

### **We recognise that bullying may be related to:**

- Race
- Gender
- Religion
- Culture
- SEN of disability
- Appearance or medical condition
- Home circumstances e.g. young carer
- Sexual orientation, sexism, sexual bullying, homophobia

Bullying can take place both in school and out of school including online and bullying prevention raises awareness of bullying and we believe is essential in keeping incidents in our school to a minimum.

### **How we educate children about bullying**

Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument. An annual 'Anti-bullying Week' is held to further raise awareness. E-safety is an important part of the Curriculum and information for parents is included in newsletters and on the School's website. E-safety workshops are held to raise parents' awareness of cyber-bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied. In addition the No Outsiders programme, used by the school, is a tool to promote acceptance of difference through immersing children in books, pictures and scenarios that will prepare them for living in a diverse world.

1. All cases of alleged bullying should be reported on CPOMS as child on child abuse and it is best practice to speak to the class teacher to ensure it is dealt with quickly.
2. Staff will first establish the facts, and build an accurate picture of events over time, through speaking to the alleged perpetrator(s), victim(s) and adult witnesses, as well as parents and pupil witnesses if necessary and appropriate.
3. If the allegation of bullying is upheld, the Headteacher (or senior leader) should seek to use a restorative approach with the perpetrator(s) and victim(s) together so the perpetrator(s) fully understand the consequences of their actions on the victim(s).
4. Parents of both parties should be informed and it will be made clear that a repeat of these behaviours will not be acceptable. If the situation does not improve, the Headteacher (or senior leader) should meet with the parent(s) of the bullying child(ren) and agree clear expectations and boundaries which would be shared with the pupils

involved. Any further incidents should lead to intervention (e.g. through outside agencies), further monitoring, support and punitive sanctions as deemed necessary.

### **Signs of Bullying**

Staff should be vigilant in looking out for signs of bullying or other child protection issues including:

**Physical:** unexplained bruises, scratches, cuts, missing belongings, damaged clothes, or schoolwork, loss of appetite, stomach aches, headaches, bedwetting.

**Emotional:** losing interest in school, being withdrawn or secretive, unusual shows of temper, refusal to say why unhappy, high level of anxiety, mood swings, tearfulness for no reason, lack of confidence, headaches and stomach aches, signs of depression.

**Behavioural:** asking to be taken to school, coming home for lunch, taking longer to get home, asking for more money, using different routes to school, 'losing' more items than usual, sudden changes in behaviour and mood, concentration difficulties, truancy.

### **Vulnerable Groups**

We recognise that some groups of pupils may be more vulnerable to bullying, including: Looked After Children Gypsy, Roma and Traveller children Children with Special Educational Needs or Disabilities (SEND) Children from ethnic minorities Children entitled to Free School Meals Children for whom English is an Additional Language Children who are perceived to be gay, lesbian, bisexual or transsexual