



CLIFFORD ALL SAINTS CHURCH OF ENGLAND **PRIMARY SCHOOL**

POLICY STATEMENT FOR ANTI-BULLYING

To be Reviewed :April 2022

Reviewed by : H Wood

Policy Formation and Consultation Process

This policy was written and developed by the PSHE Coordinator and the Senior Leadership Team in consultation with pupils, parents, governors and the wider school staff. The policy should be read alongside our Child Protection, Behaviour For Learning, PSHE and Inclusion Policies. The following key guidance and legislation was used to inform this policy: DfE "Preventing and Tackling Bullying: Advice for School Leaders, Staff and Governing Bodies", DfE "Behaviour and Discipline in Schools Guidance", Ofsted "Evaluation Schedule of Judgements", United Nations Convention on the Rights of the Child (UNCRC) e.g. Article 2 (Non-discrimination): Article 12 (Respect for the views of the child): Article 19 (Protection from all forms of violence), Education Act 2002, Education and Inspections Act 2006, Equalities Act 2010

Values

Our school is committed to creating an inclusive community in which children and adults treat each other with respect and consideration so that everyone can be safe, learn, and achieve. We do not tolerate bullying. We teach our children social, emotional and behavioural skills to help motivate and equip them to maintain friendships and to take an active stand against bullying. Our children and staff can only fulfil their potential as learners and become happy, healthy, social people if we create a school community where everyone feels, represented, valued and safe and secure. All members of our school community are taught to identify bullying behaviour and to be proactive in preventing and dealing with it.

'Inspirational and holistic education for all children in a welcoming, generous and safe church school community shaped by faith, hope and love.'

Clifford All Saints Primary School Vision Statement

Aims:

- To represent and value difference and diversity.
- To establish and maintain an emotionally positive and safe environment in which learning flourishes.
- To develop and use whole-school language and strategies to help children, parents and staff prevent bullying.
- To respond to bullying behaviour promptly and consistently.
- To acknowledge that those who bully, those who are bullied and those who stand by need support and help to understand what has happened and how to change their behaviour if necessary.

What is bullying?

"Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally."

Preventing and tackling bullying, Advice for headteachers, staff and governing bodies March 2018

Bullying can take many forms, including:

- Physically Hurting (punching, kicking, tripping)
- Verbally Hurting (name-calling, put-downs, sarcasm or mimicking, racist or sexist remarks)
- Indirectly Hurting (spreading nasty stories, excluding from social groups, negative body language)
- Cyber bullying (e.g. texting, mobile phone, e-mail)

Bullying is often motivated by prejudice against particular groups, e.g. on grounds of race, religion, gender, sexual orientation. It might be motivated by actual differences between children, or perceived differences.

Bullying is not the same as conflict between two equals. It is not random aggressive or unkind acts.

Bullying is:

- Ongoing
- Deliberate
- Unequal – it involves a power imbalance (resulting from size, number, higher status...)
- Bullying can be by pupils on other pupils, by adults on pupils and by adults on adults.

Responsibilities

We are all responsible for making sure that bullying is not tolerated in our school. Our children, parents and carers, staff and governors are all responsible for promoting a common anti-bullying approach. We will act as positive role models, follow our School Values and agreed procedures and we report concerns and incidents of bullying.

Our Governing Body will:

- regularly monitor and review the policy and support the Headteacher and the staff in implementing it.
- be fully informed on matters concerning anti-bullying.
- regularly monitor incident reports and actions taken to be aware of the effectiveness of this policy
- appoint a governor with the lead responsibility

Our Headteacher will:

- implement the Anti-Bullying Policy under the Education and Inspections Act 2006 for: “determining measures on the behaviour and discipline that form the school’s behaviour policy”, “encouraging good behaviour and respect for others on part of pupils and, in particular, preventing all forms of bullying among pupils”
- have evidence that our anti-bullying policy and practice is effective including the views of pupils, parents and carers and staff
- record and analyse bullying incidents
- ensure that all staff receive training that addresses bullying behaviour
- appoint a senior staff member to be responsible for the monitoring of the policy and anti-bullying strategies.
- where necessary report the bullying as a Child Protection and / or Criminal Law issue
- investigate and consider whether bullying outside school should be notified to the police or anti-social behaviour coordinator

Our Staff will:

- be good role models in their personal conduct and relationships
- emphasise and behave in a respectful and caring manner to pupils and colleagues
- establish and maintain a healthy, positive learning atmosphere
- challenge abusive and prejudice-driven language and opinions
- be aware and take action when there are concerns about bullying
- report and record all allegations of bullying following the school’s procedures
- ensure that pupils, and where appropriate parents and carers, are given regular feedback on the action been taken
- share anti-bullying procedures with supply teachers

- be particularly aware of our children with SEND as bullying is frequently motivated by actual differences between children, or perceived differences.

Our Parents and Carers will:

- be informed about and fully involved in any aspect of their child's behaviour.
- contact the school immediately they know or suspect that their child is being bullied, even if their child has asked for "secrecy"
- work in partnership with the school to bring an end to the bullying
- contact the school if they know or suspect that their child is bullying another pupil
- share with the school any suspicions they have that bullying is taking place even when it does not directly involve their child
- When a parent / carer have concerns relating to bullying they should report them to their child's class teacher, teaching assistant or the Headteacher.

Our Pupils will:

- follow the "School Values" as referenced in our behaviour policy
- use the class Anti-bullying Charter to help them remember what to do in difficult situations
- use their calming down tricks when they feel angry or upset
- be kind and inclusive
- not bully anyone else, or encourage and support bullying by others
- tell an adult if they are being bullied, usually either a member of staff or parent
- act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied
- recognise that being a "bystander" is not acceptable as it supports the bullying and makes the "bystander" in part responsible for what happens to the victim of bullying
- participate in the development, monitoring and review of anti-bullying policy and strategies

How We Prevent Bullying:

Our PSHE teaching underpins our Anti-Bullying work and provides key messages to promote respectful relationships and positive behaviour. During weekly PSHE lessons, our children learn that everyone has a right to learn in a safe school. We teach that bullying is always wrong. Through our anti bullying work, our children practise the personal, social and emotional skills that help protect them from bullying.

Our RSE policy (2021) underpins all of our PHSE lessons and provides useful lessons

Say No To Bullying

Every November, we take part in the national Anti-Bullying week involving all members of our school community. We use resources from the Anti Bullying Alliance. Our children create Anti Bullying charters which are displayed in their classrooms. We send our parents information about bullying and how to deal with it. Parents are also informed about how to make a complaint if they feel that the school has not effectively addressed bullying.

Safer Internet Day

In February we hold a whole school safer internet day to raise awareness of cyber bullying and give children strategies to stay safe on line.

Consulting Children and Parents

We consult parents and carers about their understanding of bullying and how we can work together to prevent it and deal with it. Children also complete a pupil questionnaire. Responses are analysed and shared with parents and governors to improve our anti-bullying work.

Archbishop of York Young Leaders Award

Our children in upper key stage 2 work towards their young leaders award through Archbishop of York Trust. The ethos of the award is: 'We believe that every young person is unique, of great worth, and has the potential to change our communities for the better. We exist to empower young people to serve their generation, putting the needs of others before themselves, as displayed in the life of Jesus and people from many faith traditions.'

The aims of the award are to:

- Build pupil's leadership skills and character
- Grow confidence, teamwork, resilience and care for others
- Empower pupils to serve their communities.

Through the work of this award, pupils will look at ways to actively promote an anti-bullying stance and to be role models to younger pupils.

Philosophy For Children (P4C)

P4C supports children's spiritual development and is an integral part of our SRE. It enables our children to discuss big juicy questions articulating their understanding of the world. As their curiosity about themselves and their place in the world increases, they try to answer for themselves some of life's fundamental questions. During these discussions, they learn to consider other viewpoints and to think about differences and similarities between their own lives and those of others. P4C frequently affords the opportunity of valuing diversity and discussing bullying.

Online Safety

We follow the Learn Sheffield curriculum for online safety. This provides structured lessons around how to stay safe online and also tackles how to recognise and respond to incidents of cyber bullying.

Regular assemblies and lessons provide guidance for pupils and during the monitoring of any incidents of bullying, the potential for cyber bullying is also carefully monitored.

High Quality Playtime Supervision

Teaching staff, Lunchtime supervisors and our young leaders work together to ensure that all children enjoy a happy and safe lunchtime playtime.

Educating Parents and Carers about Bullying

Information on Anti Bullying, PSHE, and promoting positive behaviour is shared with parents so that we can identify, prevent and deal with bullying together. Our prospectus also outlines our approach to anti-bullying. Welcome meetings for new parents also share the procedures for identifying, preventing and dealing with bullying.

Assessing, Monitoring and Reporting

Half termly inclusion meetings are held for each class.. These enable staff to highlight children who are vulnerable to bullying. They are then supported via small group intervention sessions with teaching assistants. F2 and KS1 observations of children engaged in play also enable staff to notice and react to socially and emotionally vulnerable children. The Head Teacher reports the number of bullying incidents to Governors every term and reports annually to the LEA.

Working with External Agencies

We work in partnership with experts who are able to enrich our support of children vulnerable to bullying. Partnerships include educational psychology, CAHMS, play therapists, art therapists.

Staff Training

Every year, teaching staff review anti-bullying guidance, policies and procedures along with other safeguarding policies. This ensures that all staff shares a common language and a consistent approach to identifying, preventing and dealing with bullying.

What We Do When Bullying Takes Place:

Our staff will respond to bullying involving its pupils whether it has taken place in or outside of school.

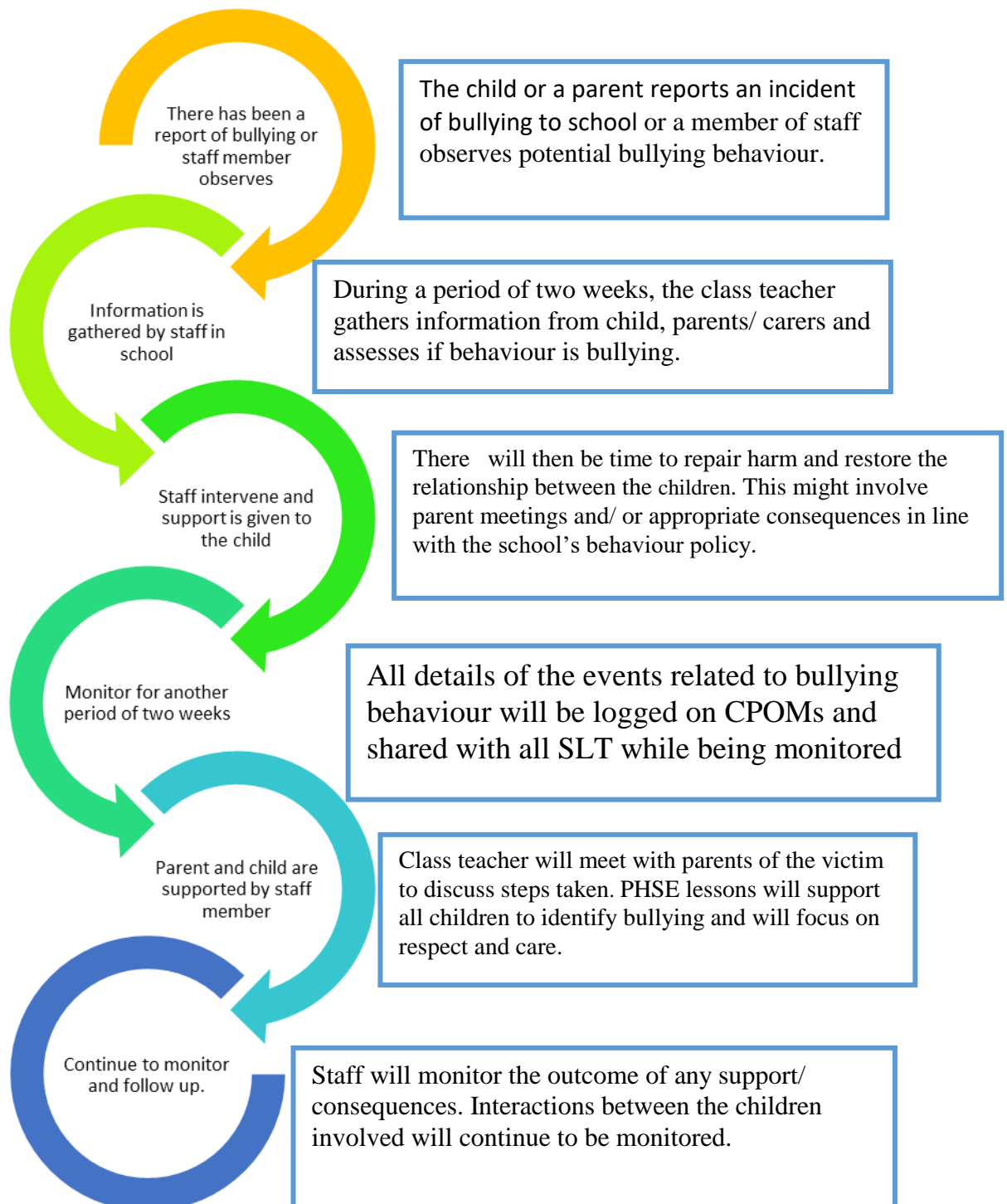
Anyone can report a concern or incidence of bullying. Concerns and incidents are documented clearly on c poms and the head teacher is included in all posts.

Teachers will talk to parents / carers and the children (or staff) about the concerns / incidents of bullying and work with them to ensure that all parties feel safe, emotionally supported and understand the procedures.

Staff will record the names and classes of children involved in bullying behaviour on an observation playtime board in the staffroom. This ensures that Welfare Supervisors are aware of these vulnerable children and can observe and support them in the playground. These children will be monitored for two weeks to ascertain if bullying is happening. Any observations indicating bullying are immediately reported to the class teacher. The severity of the bullying and the range of responses to it will vary according to need but bullied parties and those doing the bullying will be supported. This may involve children working with a teaching assistant, participating in small group work, apologising to those they have hurt or reflecting on the impact of their behaviour.

Incidents of racist or homophobic bullying will be reported to the Head Teacher. The Head Teacher will report the number of bullying incidents to Governors every term and report annually to the LEA. Returns will be analysed for any patterns or opportunity to improve our practice.

Flow Chart Outlining Actions related to report or suspected bullying incident



Confidentiality

Our children need to know that they can speak to a trusted adult if they feel worried, unhappy or unsafe. If necessary, they should be helped to access the support of external agencies e.g. Childline. Staff cannot give unconditional confidentiality to children where there is a concern over their safety or that of another child. In these cases, staff must follow Child Protection procedures.

Reports of Bullying

The completed Concern for Bullying and Incident of Bullying proformas are kept on staff share. These are then attached to relevant c poms posts. They are used to record the annual bullying return, to analyse any patterns of behaviour and to review our anti-bullying work.

This policy has been updated with the disclaimer that confirms that the relationship and health education curriculum is statutory in primary schools from September as planned; however due to the impact of the corona virus schools are being given flexibility on when to begin delivering these subjects in the year 200/21.

In addition please note that due to Covid 19 some parts of the updated policy may have been adapted on a temporary basis and are constantly being reviewed in line with government guidance.

Note of concern related to bullying incident

Where parents or staff have concerns regarding a potential bullying incident, they then complete a note of concern. This is then attached to an incident report on CPOMs.

Child's Name	
Behaviours Causing Concern	
How did these behaviours become apparent? (observed / reported by staff, children, parents)	
Other children involved and roles	
Actions Taken After investigation, was the behaviour deemed to be bullying? Yes No	
Reasons	
Member of staff reporting concern. Print and sign name	
Date	