

*Learning to make a positive difference in
God's world*

Pilgrims' Cross CE Aided Primary School



Anti-bullying Policy

Pilgrims's Cross CE (A) Primary School **Anti-Bullying Policy**

At Pilgrims' Cross CE (A) Primary School we aim to take a firm stand against bullying. Schools have a duty to teach those values, attitudes and skills which foster mutual respect and care in their children.

The purpose of this policy is to identify ways in which we aim to:

- reduce the likelihood of bullying incidents occurring
- respond to the needs of children who have been bullied and of those responsible for bullying
- Deal with incidents of bullying, should they occur.

We consider bullying to be any repeated physical or verbal act of aggression which is a willful or considered desire to hurt, threaten, intimidate or frighten someone singled out, whether by an individual or by a group and includes cyber-bullying.

All children need to be supported within a safe environment where high standards of personal behaviour are expected in order for them to achieve their potential.
This policy will work in conjunction with the Behaviour Policy.

Bullying definitions

Bullying is defined as the repetitive, intentional harming of one person, child-on-child, or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

Bullying can include:

TYPE OF BULLYING	DEFINITION
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence

TYPE OF BULLYING	DEFINITION
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	Taunts, gestures, graffiti or physical abuse focused on a particular characteristic (e.g. gender, race, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, comments about sexual reputation or performance, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing
Cyber-bullying	Bullying that takes place online, such as through social networking sites, messaging apps or gaming sites

Effects of bullying

The effects of bullying can last into adulthood. At its worst, bullying has driven children and young people to self-harm and even suicide.

Children who are bullied:

- may develop mental health problems like depression and anxiety
- may have fewer friendships
- may not be accepted by their peers
- may be wary and suspicious of others
- may have problems adjusting to school, and don't do as well.

All children affected by bullying can suffer harm – whether they are bullied, they bully others or they witness bullying.

Who's at risk?

Any child can be bullied for any reason. If a child is seen as different in some way, or seen as an easy target, they can be more at risk. This might be because of their race or ethnic background, gender, sexual orientation. or it could be because they appear anxious, have low self-esteem, lack assertiveness, are shy or introverted.

Popular or successful students are also bullied, sometimes because others are jealous of them. Sometimes a child's family circumstance or home life can be a reason for someone bullying them. Disabled students can experience bullying because they seem an easy target and less able to defend themselves. Increasingly students are putting themselves at risk of online bullying at a younger and younger age through the use of Social Media and messaging apps such as WhatsApp, TikTok and SnapChat.

The school may have to deal with incidents of bullying which have occurred outside of school hours and in an online environment and yet have a very significant impact on pupil's behaviour and relationships in school.

Prevention

We aim to:

- promote the school ethos which promotes the school values of **LOVE, COURAGE AND TRUST**
- encourage children to speak out about bullying
- specify those types of behaviour which are considered to be bullying and make it clear that they are unacceptable
- reward non-aggressive behaviour
- employ appropriate sanctions for aggressive behaviour
- identify opportunities to promote, in a positive way, people from minority groups and avoid stereo-typing
- employ strategies to help new pupils feels at home
- efficiently patrol the school at break and lunch times.

These aims will be achieved by a whole school approach of:

- Regularly reminding children of the importance of appropriate behaviour to be shown to everyone, and everyone's responsibility to give and receive caring behaviour
- Encouraging communication in a variety of ways, through class sessions, circle times and in whole school and Year group assemblies. One to one support will be provided when required.
- Identifying opportunities for discussing issues surrounding bullying through areas where discussion arises, such as:
drama/role play co-operative game playing history topics
circle time R.E. scheme of work for PSHE
- Reassuring new intakes and warning potential bullies that such behaviour is unacceptable in our school
- Cyber-bullying is discussed and focused on in our cyber safety sessions and those that are victims of cyber-bullying are supported by a designated member of staff and a per where appropriate.
- Planning for discussion about people who are perceived to be different, e.g. people with disability, from other cultures, people other faiths, through PSHE, Geography, R.E. and Literacy
- Encouraging children to report incidents to all staff including MDSAs, TAs, teaching and non-teaching staff. This will be achieved by staff listening and responding to their anxieties
- Where appropriate, working with outside related agencies to make presentations in assemblies about effects of bullying and strategies for avoiding and managing any incidents that do occur.

All staff are expected to follow the following guidelines for dealing with bullying

- All pupils should be shown that bullying is taken seriously
- Members of staff should respond calmly and consistently
- A secure environment should be provided in which incidents can be reported. It should be made clear to children that there are incidences where confidentiality cannot be

promised.

- The pupil who has been bullied should be made to feel safe
- All parties should be protected while the issues are being resolved
- The person who has done the bullying, and those who may have colluded, should be encouraged to behave in a more acceptable way in the future
- Intervention should be monitored and followed-up appropriately
- All the details of any bullying incident will be recorded on CPOMS, which will automatically inform the HT and DHT (DSL and deputy-DSL)

If the investigation reveals that the incident is of a serious nature or that the bullying is persisting, class teachers are expected to

- Offer the victim continued support which may include time with the ELSA or SENCo

The DHT or HT will then:

- Seek to discuss the matter with the parents of the victim.
- Inform the parents of the bully, making clear that the nature of the bullying is unacceptable and making clear the consequences of any repetition of these actions
- Keep a dated record of events and record this on CPOMS and copy in the class teacher.
- Arrange for both victim and bully to be closely monitored.

We expect staff to

- Model a, rights respecting attitude, based on the school values of **LOVE, COURAGE** and **TRUST**
- Be available, ready to listen and offer immediate support
- Listen and ask who was involved
- Ask the child how she or he is feeling, validate these responses and then articulate appropriate ways to manage these sensations by responding in a non-aggressive way, providing a model for positive behaviour choices
- Report incidents where appropriate, e.g. to the child's class teacher if this is not the person dealing with the incident.
- Make the unacceptable nature of the behaviour, and the consequences of any repeated behaviour, clear to the bully

Working with parents

Parents will be:

- Encouraged to understand the school's behaviour management and anti-bullying policies
- Informed when bullying has taken place
- Involved in joint problem-solving to minimise the likelihood of further bullying
- Given all necessary, relevant information about the incident(s)
- Given an opportunity to express their feelings

Working with children

Teaching about bullying:

- Will be undertaken with individual or groups of children by the class teacher, Nurture/Thrive Team or SENDCo
- Children will be actively encouraged to report incidents to any adult

- Children will be encouraged to talk to a trusted adult
- Children are expected to understand the school ethos and the type of behaviour that is expected and that which is unacceptable
- The children will be regularly reminded, through worships and the curriculum, and other formal and informal approaches such as circle times, of the importance of showing respectful and caring behaviour to everyone
- The importance of respectful and caring behaviour will be modelled by staff
- Children will be spoken to respectfully
- All children will be noticed and valued
- All children will have access to rewards
- All children will be taught that effort is as important as achievement
- All children will be taught ways to stay safe when using the Internet in line with the Internet Access Policy, and also in relation to new and emerging technologies.

Management of bullying incidents at school

Every report of bullying will be taken seriously and thoroughly investigated, usually by the Class Teacher, Phase Leader, Deputy Headteacher and/or Headteacher. When the school decides that an incident of bullying has occurred, parents will be contacted and meetings arranged to discuss what has happened and to agree a way forward, including an agreement on suitable control measures to reduce the risk of any further incidents occurring in the future.

If bullying persists, then the support of outside agencies will be called upon.

Confidentiality

All members of the community should deal with any aspects of bullying confidentially and with due respect to all parties involved.

The Governing board

The Governing Board is responsible for:

- Reviewing and approving the written statement of the school's vision and values for behaviour.
- Reviewing this anti-bullying policy in conjunction with the headteacher.
- Monitoring the policy's effectiveness.
- Holding the headteacher to account for its implementation.

Monitoring arrangements

The HT and DHT regularly monitor the number of 'bullying' incidents every half-term to analyse any trends or patterns and reports back to the Governing Body.

This policy will be reviewed by the Headteacher and Governing Board every year. At every review, the policy will be approved by the Governing Board.

Links with other policies

This exclusions policy should be read in conjunction with;

- Behaviour policy
- Exclusions Policy
- SEND policy