



**E**veryone

**S**miles

**H**ere.

Esh Church of England Primary School

# Anti-bullying Policy

November 2021

At Esh CE (Aided) Primary we endeavour to create a safe and stimulating environment where everyone knows that they are valued. A person has the right to be treated with respect and has the responsibility to treat others in the same way. Children are given the confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken.

### Aims and objectives

- To promote a secure and happy environment free from threat, harassment or any type of bullying behaviour.
- To create a school ethos in which bullying is regarded as unacceptable.
- To produce a consistent school response to any bullying incidents that may occur.
- To inform pupils and parents of the school's expectations and to foster a productive partnership which helps maintain a bullying-free environment.

### Links with other school policies and practices

This Policy links with a number of other school policies, practices and action plans including:

- Complaints
- Behaviour
- Online Safety
- The teaching of Citizenship and PSHE Education and Social and Emotional Learning
- The recording of racially motivated and homophobic incidents

### Definition of Bullying

Bullying is a conscious and wilful repetitive act of aggression and/or manipulation by one or more people against another person or people. It is also an abuse of power by those carrying out the bullying, which is designed to cause harm. If bullying is allowed it harms the perpetrator, the target and the whole school community and its culture of safety and wellbeing in the school.

### Definition of Cyber Bullying

"Cyber Bullying is an aggressive, intentional act carried out by a group or individual, using electronic forms of contact, repeatedly over time against a victim who cannot easily defend him or herself." (Report to the ABA by Goldsmiths College)

- Bullying via websites
- Text message bullying
- Picture/video-clip bullying via mobile phone cameras
- Phone call bullying via mobile phone
- Email bullying
- Chat room bullying through instant messaging (IM)

### The Nature of Bullying

Bullying is considered to be:

- Deliberately hurtful (including aggression)
- Repeated often
- Often difficult for individuals who are being bullied to defend themselves against

Bullying can take many forms:

- Physical: hitting, kicking, taking belongings
- Verbal: name calling, insulting, making offensive remarks
- Indirect: spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours
- Pupils may use the tool of cyber-bullying (e.g. text messages, e-mail or using social networking sites).

People may bully others because of varying perceived differences:

- Sexism, racism, religion or belief, academic ability, gender identity, homophobia, disability, perceived characteristics (e.g. hair colour or weight) or because of an associate (family member or friend).

## Guidelines

Procedures for the prevention of bullying:

- Supporting children with the potential to be a victim or perpetrator of bullying by identifying additional needs early
- Through RSE and PSHCE curriculum, collective worship, class novels and other opportunities, educate around empathy, respect and kindness
- Ensure children understand the school behaviour policy and regularly revisit and review
- Whole-school events such as Anti-Bullying Week to ensure children understand what bullying is and embrace difference
- Embedding Christian values of Respect, Perseverance, Friendship, Trust, Truthfulness, Compassion and Forgiveness throughout school life
- Teach online safety through the computing curriculum and special events such as Safer Internet Day
- Educate parents around potential issues

Procedures for dealing with an incidence of bullying:

- As soon as an incidence of bullying occurs, the Head Teacher or Senior Member of staff must be informed.
- Incidents of bullying and issues relating to bullying will be discussed by the Senior Leadership Team with a view to eradicating bullying in our school. The identity of both victims and alleged bullies will always remain confidential.
- Alleged victims are listened to in a sensitive manner and their views taken seriously. They will be informed of what action will be taken, the timescale of proposed investigations and reassured that all possible steps will be taken to ensure their safety. The alleged victim's involvement in this process will form part of the solution.
- Alleged bullies will be listened to in a sensitive manner and their views taken seriously. They will be informed of what action will be taken and of the time scale of any possible investigations. The alleged bully's involvement in this process will form part of the solution.
- Parents of bullied children are to be made aware of how the school perceives the situation and listen to the views of the parent. The school will suggest appropriate ways as to how parents may deal with the situation and what action they may take.
- School will offer to support parents to tackle incidents of bullying which occur outside of school by helping them to liaise with appropriate agencies and providing information
- Parents of children who bully will be informed of what action the school will take when bullying is reported to them and make suggestions about appropriate action on the part of the parent.

NB. Victims of bullying, their parents, children who are allegedly bullying and their parents may all require support. We as a school will always seek to deal with every incident appropriately and swiftly.

What a pupil being bullied may expect from school

- Raise the child's self esteem by reassuring and offering praise and concern as appropriate.
- Reassure victims of bullying that action will be taken and solutions will be found.
- Explain that responding directly to taunts encourage the child bullying and that ignoring such behaviours not only weakens the power of that child but strengthens their (the victim's) position.
- Encourage victims to "walk, find or talk" (walk away, find a buddy, talk to a teacher) although it is understood that it is not always easy or indeed possible to walk away.

- Minimise the opportunities for bullying to occur, but remind potential victims that their safety is paramount and that they should avoid confrontations.
- Encourage children to write about what is happening and how they feel in their personal journals and to share this with a member of staff.
- Encourage victims and alleged bullies to make use of the school buddies and members of staff. (Remember, bullies often have complex issues themselves which they will require support to address).

#### What a pupil bullying may expect

- Pupils who bully must understand that their actions are unwanted, unwarranted and will not be tolerated by the school community.
- Incidents will be investigated fully, all involved interviewed and records kept.
- The person bullying must apologise for his/her actions in an appropriate manner, at an appropriate time.
- The Behaviour Policy will be followed and sanctions given accordingly.
- Once an incidence of bullying has been confirmed, the parents of both victim and pupil perpetuating the bullying will be informed and this will be logged by the Head Teacher or member of staff.
- Support will be available to help pupils who bully to deal with their own issues.
- Incidents will be reported to Governors.
- Any property that has been taken or extorted must be returned to the rightful owner.
- Appropriate compensation must be made for missing or broken property.
- A follow-up meeting will be arranged for a later date to ensure bullying has stopped.
- Records of all meetings will be kept.

#### The Role of the Head Teacher

It is the responsibility of the Head Teacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying.

#### The Role of Governors

The Governing Body supports the Head Teacher in all attempts to eliminate bullying from our school. The Governing Body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The Governors require the Head Teacher to keep accurate records of all incidents of bullying and to report to them on request about the effectiveness of school anti-bullying strategies.

#### The Role of the Teacher

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They record all notable incidents that happen in their class and that they are aware of in the school and where appropriate pass this information on to the Head Teacher. It is the teacher's duty to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

#### The Role of Pupils

We consult with pupils about their roles within the school e.g. as Buddies and develop these roles accordingly. Pupils are also involved in our Anti-bullying awareness activities, usually planning, organising and delivering assemblies and events. All pupils within school participate in a range of anti-bullying events and activities through PSHCE and RE lessons as well as additional organised events such as anti-bullying assemblies and Anti-bullying month.

#### The Role of Parents

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Date: November 2021

Review Date: November 2023