

Shottery St Andrew's CE Primary School



This policy is underpinned by our school vision based on the scripture,
'Let your light shine before others, that they may see your good deeds and glorify your Father in
heaven.' Matthew 5:16

Anti-bullying Policy

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| Date adopted by Governors: | June 2025 |
| Date for policy review: | June 2027 |
| Person responsible for review: | Headteacher |
| Signed by Chair of Governors | <i>L. Cranelly</i> |

Shottery St Andrew's Primary School is committed to developing an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form. At Shottery St Andrew's we foster our Christian beliefs whilst nurturing our values based on our vision of Let Your Light Shine, Mark 5:16. We aim to maintain and develop a Christian ethos and encourage a happy atmosphere of openness, calm and respect, where all in our school community are equally valued, are listened to and work together as part of the wider community. We believe that it is a basic entitlement of all children that they receive their education free from humiliation, oppression and abuse. It is, therefore, the responsibility of all adults (both in school and in the home), to ensure that education takes place in an atmosphere which is caring and protective.

Shottery St Andrew's CE Primary School recognises that bullying of anyone in our school community is an issue to be taken seriously. We recognise the damage it can cause to the education of the victim, the wellbeing of the victim, the perpetrator and the school as a whole. We are committed to working towards its complete eradication and to establish appropriate means of providing care should an incident of bullying occur. We are committed to ensure our school acts proactively to ensure that we meet our duties under the Equality Act and challenge bullying of anyone due to their differences or perceived differences.

https://www.equalityhumanrights.com/sites/default/files/psed_guide_for_schools_in_england.doc

Definition of Bullying

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. It can take many forms, but the three main types are physical (e.g. hitting, kicking, theft), verbal (e.g. name calling, racist remarks, gender remarks) or indirect (e.g. spreading rumours, excluding someone from social groups). Single incidences of verbal or physical attack, and behaviour, which is hurtful but not intentional, should also be taken seriously and dealt with accordingly. Our whole community of pupils, staff, parents and governors is committed to maintaining a secure environment where all children feel safe, loved, valued, trusted, forgiven and cared for in line with our ethos as a Church of England School. Opportunities are equal and we aim to be non-discriminative with regards to gender, race, culture or ability.

Preventing Bullying happening in our school

We foster a clear understanding that bullying, in any form, is not acceptable.

We are proactive in our approach to preventing bullying by:

- Regularly discussing of our school's values in the classroom, the playground, whole school assembly and collective worship. Children are encouraged to show respect to each other, staff and the wider community.
- Using the curriculum to develop children's understanding of bullying and its effects.
- Developing through our RE teaching understanding, tolerance and acceptance of all regardless of their religious beliefs.
- PSHE lessons, including circle time encouraging good behaviour and developing understanding and acceptance of cultural differences and diversity.
- Anti-bullying focused week
- Recognising signs of distress
- Regular praise of positive and supportive behaviour by all staff using verbal praise, stickers and through house points system

Dealing with bullying incidents: Roles and Responsibilities

Staff should:

- Staff must act firmly against bullying wherever and whenever it appears
- Individual members of staff must be alert to signs of bullying and act promptly and firmly against it. Failure to respond to incidents may be interpreted as condoning the behaviour.

Our children should:

- Be involved in the development and reviewing of anti-bullying policies and practice
- Learn about what constitutes bullying and what to do about it
- Have opportunities to develop the skills to resist bullying and to deal with bullying
- Be aware that knowing about bullying by or to others and doing nothing is unacceptable.

Parents and Carers' should:

- Discourage their children from using bullying behaviour at school, at home or elsewhere
- Take an active interest in their children's school life, especially with regard to friendships, playtime and the journey to and from school
- Watch out for signs that their children are being bullied, or are bullying others
- Contact the school at the first sign if they are worried that their children are being bullied or are bullying others.

Governors should:

- Ensure that the school has a policy, that all staff operate the policy and that it is effective.
- Review the school's bullying policy regularly
- Consult all interested parties in revising the policy as necessary.
- Help to explain the policy to all interested parties
- Ask for information to enable it to monitor the implementation and evaluate the effectiveness of the policy.

All members of the school community are encouraged to:

- Respect everyone and celebrate their differences
- Be polite and helpful at all times
- Be kind and friendly
- Listen carefully to each other
- Try our very best in all we do
- Keep safe.

Throughout their time with us at Shottery St Andrew's CE Primary School, children will have the opportunity to experience what it is to be part of a community. As part of this experience there will be daily encounters with other people, which will provoke various examples of ways in which people relate to one another. The lead examples will come from the staff and their relationship and interaction with one another, but this will also permeate to pupils across the school.

School will:

- Participate in national and local initiatives such as Anti-bullying Week and e-safety week.
- Seek to develop links with the wider community that will support inclusive anti-bullying education
- Offer support to parents on how to help their children engage safely and responsibly with social media, perhaps through advice in a school newsletter or signposting to other sources of support and advice
- Regularly counsel and educate the whole school community on e-safety and the prevention of cyber-bullying

- Consider the use of specific strategies e.g. peer mentoring
- Raise awareness of the nature of bullying by talking to pupils about what to do if they are being bullied at school.

If they are bullied:

- **During a bullying incident**, pupils will be advised to:
 - Try to stay calm and look as confident as they
 - Be firm and clear and look the bully in the eye and tell them to stop
 - Get away from the situation as quickly as they can
 - Tell more than one adult (if possible) what has happened straight away

After they have been bullied, pupils should:

- Tell more than one adult at school
- Tell their family
- Take a friend with them if they are scared to tell an adult by themselves
- When they talk to an adult about the bullying, pupils should be clear about:
 - What has happened to them
 - When it happened to them
 - How often it has happened
 - Who was involved
 - Where it happened
 - Who saw what happened
 - What they have done about it already

Help yourself:

- Ignore the comments of the bully and if possible tell them to stop
- Walk away from the situation as quickly as possible
- Tell an adult straight away Remember:
- Do not blame yourself for what has happened

If you see someone being bullied what should you do?

- Walk away from the situation, staying there condones it
- Report what you saw or heard straight away
- Do not join in the bullying behaviour

What does the school do when bullying is reported?

When bullying is reported the first thing any member of staff will do is listen to the details given by the pupils concerned, then to those given by any witnesses to the incidents and finally to those of the alleged bully. This will be entered into CPOMs reporting system. This will enable the member of staff to build up a picture of what took place.

If the member of staff is a Teaching Assistant or a Midday Supervisor, they will report the incident immediately to the class teacher or Head teacher. A class teacher will investigate the incident further and if necessary report it to the Head teacher, who will investigate the incident further.

Procedures for dealing with bullying

When an allegation has been made, the following procedure should be followed:

- Discussions with the victim. This will require patience and understanding. Remember - Listen, believe, act
- Identify the child/ren instigating the bullying behaviour

- Discussions with the children who are carrying out the bullying. Record evidence (pupils, class, date, incident, type of alleged bullying, discussion and sanctions using the bullying report form. This book will be reviewed regularly to see if any patterns are evident involving the same child/ children
- Make it clear that bullying is not acceptable at Shottery St Andrew's CE Primary School
- Inform Senior management
- Separate discussions with parents of bully and victim
- Where patterns are evident, evidence will be recorded on safeguarding record sheet and passed on to safeguarding team
- Decide on the course of action and what support is needed. Sanctions for the bully may include withdrawal from favourite activities, loss of playtimes, report card, isolation from class or exclusion from school, depending on the perceived severity of the incident(s)
- Continue monitoring the situation by observing at playtimes/lunchtimes and having discussions with the victim to ensure no repetition.

In the Early Years Foundation Stage staff will record any incidents between children, or information from parents about the alleged treatment of their child by others on CPOMs. Incidents will be recorded following the guidelines for Key Stages 1 and 2, but dealt with in an age appropriate way. This record will be reviewed regularly to see if any patterns emerge involving the same child/ children.

Recording

Recording incidents is very important as it helps to identify any patterns regarding bullying behaviour. If a staff member feels that the situation is of a serious nature and requires further action, it will be passed on to the Headteacher and they will attend to the matter either with the member of staff concerned or on their behalf. In order to monitor the frequency with which incidents of bullying take place, staff will record them including the following information:-

- The pupil's name
- Their class
- Brief details about the alleged incident
- Who dealt with it
- What action was taken

The class teacher or Head teacher will:

- Speak to each individual on their own, including the children who have been using bullying behaviour
- Reassure the bullied pupil that he/she was right to report the bullying behaviour and explore with the pupil, ways of dealing with bullying behaviour in the future
- Help the child/ren who had been carrying out the bullying behaviour to understand more about how the victim is feeling and seek a commitment that they will try to help the victim in some way e.g. Leave them alone in the future, try to be their friend, not spread rumours etc.
- Explore with the pupil the reasons for their bullying behaviour
- Where appropriate, bring the bullied pupil and the bully together to talk about the incident. This allows the bully to apologise for the behaviour. Explain to both pupils they are unique people in their own right, they are valued as individuals and are equal members of God's family
- Record the incident on CPOMs

- The teacher will call (not Dojo) both sets of parents as soon as possible to reassure them that the situation has been dealt with – they can organise a face-to-face meeting if necessary.
- A named person will monitor that the bullying behaviour is not continuing by checking on the children every day until they feel happy that the behaviour has ceased.
- The school will explain to all children involved that it is the behaviour that we dislike, and not the child.

What can parents do to help their child who is being bullied?

- Listen
- Notice changes in behaviour Act straight away and inform school of any concerns
- Reassure and give plenty of comfort
- Praise your child for telling you their concerns
- Be confident
- Help the child feel valued and build their confidence

What can parents do to help their child who has been bullying others?

- Listen
- Talk calmly
- Make it clear you disapprove of their bullying behaviour
- Work with the school to overcome the behaviour
- Help the child feel valued and build their confidence.

Cyberbullying at Shottery St Andrew's School

Tackling cyber bullying directly links to Shottery St Andrew's Online Safety Policy. Mobile, Internet and wireless technologies have increased the pace of communication and brought benefits to users worldwide. But their popularity provides increasing opportunities for misuse through 'cyberbullying'. It's crucial that children and young people, who are particularly skilful at adapting to new technology, use their mobiles and the Internet safely and positively, and that they are aware of the consequences of misuse. School staff, parents and pupils at Shottery St Andrew's have to be constantly vigilant and work together to prevent this form of bullying and tackle it wherever it appears. The advent of cyberbullying adds new dimensions to the problem of bullying. Unlike other forms of bullying, cyberbullying can follow children and young people into their private spaces and outside school hours. Cyber bullies can communicate their messages to a wide audience with remarkable speed, and can often remain unseen and unidentifiable.

What is cyberbullying?

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort
- Picture/video clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks
- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified
- E-mail bullying uses e-mail to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room

- Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online
- Bullying via websites includes the use of defamatory blogs, personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyberbullying.

School staff, parents and pupils at Shottery St Andrew's need to work together to prevent this and to tackle it whenever it occurs.

School has a duty to ensure that:

- Teachers have sufficient knowledge to deal with cyber bullying in school
- The curriculum teaches pupils about the risks of new communications technologies, the consequences of their misuse, and how to use them safely
- All e-communications used on the school site or as part of school activities off-site are monitored
- Internet blocking technologies are continually updated and harmful sites blocked
- They work with pupils and parents to make sure new communications technologies are used safely, taking account of local and national guidance and good practice
- Security systems are in place to prevent images and information about pupils and staff being accessed improperly from outside school
- They work with police and other partners on managing cyber-bullying.

Shottery St Andrew's Staff have responsibilities in:

- Teaching children safe Internet etiquette. This is approached through computing lessons for which staff have regular training from the computer and Safeguarding leads
- Applying school policy in monitoring electronic messages and images
- Giving pupils key guidance on: personal privacy rights, material posted on any electronic platform and photographic images
- Taking action if a pupil is being cyber-bullied or is bullying someone else
- Teaching pupils the value of e-communications and the risks and consequences of improper use, including the legal implications.

Parents of Shottery St Andrew's pupils are encouraged to share these guidelines:

- Don't wait for something to happen before you act
- Make sure your child understands how to use these technologies safely and knows about the risks and consequences of misusing them
- Make sure their child knows what to do if they or someone they know are being cyber bullied
- Encourage your child to talk to you if they have any problems with cyber bullying. If they do have a problem, contact the school, the mobile network or the Internet Service Provider (ISP) to do something about it
- Parental control software can limit who your child sends emails to and who he or she receives them from. It can also block access to some chat rooms.

Promotion of this Policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example on the school website, in information packs for new pupils and staff, and through regular awareness raising activities with staff, existing pupils and their families.