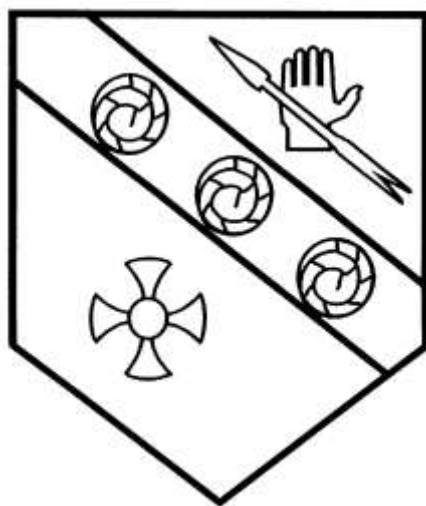


ST HILD'S COLLEGE C OF E AIDED  
PRIMARY SCHOOL

# Whole School Anti-Bullying Policy



*"Shine Bright"*

## St Hild's CE Primary School Vision Statement

*"In the same way, let your light shine before others, that they may see your good deeds and glorify your Father in heaven."*

*Matthew 5:16*

At St Hild's we let the light of Jesus shine through all we do. St Hild shone like a bright jewel. We follow her example, not hiding our light, but letting our unique gifts shine brightly. We are an inclusive, loving community, where everyone is valued and nurtured to grow and fulfil their God-given potential.

At St Hild's CE Primary School, we are committed to working together to provide an inspirational and exciting learning environment where all children can develop confidence, strong moral values and an enthusiasm for life-long learning. We believe that all children should feel happy, safe and valued so that they gain a respectful, caring attitude towards each other and the environment, both locally and globally.

At St Hild's CE Primary School, wellbeing is paramount and everyone is valued and respected, and we are committed to providing an environment that enables full curriculum access that values and includes all pupils, staff, parents/carers and visitors regardless of their education, physical, sensory, social, spiritual, emotional and cultural needs. We welcome our duties under the Equality Act 2010 to eliminate discrimination, advance equality of opportunity and foster good relations in relation to age, disability, ethnicity, gender, religion and sexual identity. We welcome children of all faiths and none and we believe that every member of our school community should feel valued, respected and treated as an individual.

### Christian Ethos

St Hild's CE Primary School is rooted in the Christian tradition. We are committed to nurturing and developing children as rounded, spiritual human beings who understand their role as members of wider communities, locally, nationally and globally. Our children are part of a school that is proud of its values of:

- Community
- Thankfulness
- Forgiveness
- Justice
- Courage
- Love

### **1 Introduction**

At St Hild's CE Primary School, we ensure that everyone in our school feels happy, safe and secure and we build honest, trusting relationships with each other. This anti-bullying policy reflects our school mission statement and we aim to provide a happy, caring and positive atmosphere where all of our children feel confident, valued and motivated to learn. This policy is designed to support the way in which all members of our school community can live and work together in a supportive way.

At St Hild's CE Primary School, bullying behaviour is contrary to our school ethos and bullying behaviour is not tolerated in any form. We recognise that bullying is a concern for every member of our school family including pupils, staff, parents/carers and governors and this policy sets out the rights and responsibilities of all people.

## 1.2

As a Church of England Aided Primary School, our Christian values underpin everything we do and they are reflected in our aims to:

- create and maintain a safe, caring, supportive and stimulating school environment, which is fully inclusive and non-discriminatory and where each child is able to enjoy their childhood;
- encourage pupils to develop an awareness of moral values and an empathetic and positive attitude towards all members of the school and the wider community;
- encourage high aspirations and self-worth by motivating, nurturing and valuing every individual, to prepare pupils for life's opportunities and challenges;
- celebrate everyone's individuality and their strengths, talents and efforts, no matter how small;
- provide a broad, balanced and relevant curriculum which: ensures continuity and progression; is accessible to all pupils and appropriate to their individual needs and is in accordance with the demands of the National Curriculum with the emphasis on English and Maths;
- offer wide-ranging, high quality experiences that stimulate children's minds and help them to be the best they can be;
- be aware of the range of abilities and experiences of all pupils and meet their individual needs, including any special educational needs, disabilities, English as an additional language needs and special gifts and talents;
- assess, record and track the progress of all individual children and use the information to guide their future progress, involving pupils, teachers and parents/carers in their further development and ensuring that each child is set demanding, but achievable objectives;
- provide opportunities for children to develop their communication skills, social skills and problem solving skills in order to develop independence and self-esteem;
- encourage pupils to be independent, by taking responsibility for their own learning;
- encourage respect for others, good manners and positive behaviour and be aware of the effect they have on other people;
- provide opportunities for children to develop their personal talents and interests within the wider school curriculum, by celebrating that there is something wonderful and unique in every person;
- promote pupils' moral, social and cultural development, which includes the Government's traditional British Values of democracy; the rule of law; individual liberty and mutual respect and tolerance of those with different faiths and beliefs;
- provide an education which encourages our pupils to make wise decisions, appreciate the wonder of creation and look to the needs of others, wherever they may be;
- provide for children's religious and spiritual development, including appropriate time and opportunity for high quality Collective Worship and Religious Education;
- ensure that all members of staff receive the support and training necessary to attain their full potential and to meet the development needs of the school;
- place our school at the heart of the community, sharing, supporting and learning together with everyone as equals;
- value the opportunities we have to contribute to our community and the wider world;
- encourage the development of partnerships and professional links between our school and parents/carers, governors, the church, pre-schools, secondary schools and other local schools, all support services and the wider community, to develop the whole child and prepare them for life.

## 1.3

In order to achieve this, the following key principles underpin all aspects of our anti-bullying work in school:

- All pupils have the right to learn in a safe and supportive environment, free from intimidation and fear.
- The welfare and wellbeing needs of all of our children (whether they are the bully or the targeted pupil) are paramount and pupils' needs need to be separated from their behaviour.
- When bullying concerns are identified, our school will work in a restorative and solution focused way to achieve the necessary change.

- Pupils who are targeted by bullies will be listened to and will be fully supported.
- Pupils who engage in bullying behaviour will be listened to and encouraged to accept responsibility and they will be supported to change their behaviour.
- All members of staff will receive regular CPD and training to raise awareness of bullying behaviours, to develop techniques for bullying prevention including effective, appropriate strategies for intervention and to develop their awareness of pupil wellbeing.
- Where a bullying concern arises, all key members of staff will be involved to address this issue and these members of staff will receive ongoing support from SLT and the Positive Futures Worker.
- All parents/carers will be made aware of our school's practice to prevent and to respond to concerns through parent information meetings, consultation processes and where necessary, their active participation in partnership with the school to resolve concerns involving their child.

## **2**

### **Aims**

At St Hild's CE Primary School, it is a primary aim that every member of our school community feels valued and respected and that each person is treated fairly, equally and well. We are a caring community, whose values are built on mutual trust and respect for all. We believe that all people have the right to be treated with respect and they have the responsibility to treat others in the same way. This anti-bullying policy is therefore designed to support the way in which all members of the school can live and work together in a supportive way. It aims to promote an environment in which everyone feels happy, safe and secure, in order to achieve their full potential. We acknowledge that things do sometimes go wrong, however if this happens, we ensure that all of our children and all members of our school community are given the confidence and strategies to speak up and tell of any bullying experiences, knowing that positive action will be taken swiftly to resolve the issue.

The aims of this anti-bullying policy are:

- To create a whole school ethos in which bullying is regarded as unacceptable.
- To promote a secure and happy environment free from threat or harassment.
- To produce a consistent school response to any bullying incidents that may occur.
- To inform all children and parents/carers of the school's expectations regarding bullying behaviour.
- To foster productive partnerships with all families which help maintain a bullying-free environment.
- To prevent or reduce bullying in any form.
- To ensure that all members of the school community are aware of our anti-bullying procedures and their roles and responsibilities in contributing to its success.

## **3**

### **Links to other policies**

This policy should be read in conjunction with our other school policies including: our Equality Policy, Statement and Objectives; our Online Safety Policy; our Behaviour Policy and our Keeping Children Safe in School Policy (Safeguarding and child Protection) as well as our Children's Anti-bullying policy which was written by our children and is evaluated and updated annually during our Autumn Term anti-bullying week. Copies of our key policies are available on our school website and paper copies of all of our school policies are available from our School Office upon request.

## **4**

### **Our legal responsibilities**

#### **4.1**

##### **Policies**

By law, all maintained schools must have a behaviour policy and an anti-bullying policy in place that includes measures to prevent all forms of bullying among pupils. The Education Act 2002 Section 175 placed a legal duty on maintained schools and Local Authorities to safeguard and promote the welfare of children. Under the Equality Act 2010, duties came into force for schools which means that schools have a duty not to discriminate on the grounds of race, disability, gender, gender identity, age, sexual orientation, religion or belief.

Section 89 of the Education and Inspections Act 2006 states that maintained schools must have measures to encourage good behaviour and prevent all forms of bullying amongst pupils. These measures must be communicated to all pupils, school staff and parents/carers. The Head Teacher must follow through and adopt the policy and all students, parents/carers and staff should be notified of it once it has been decided. Under the Public Sector Equality Duty of the Equality Act 2010, schools must take steps to prevent and respond to discriminatory language.

By law, we have a duty to tackle prejudice and promote understanding, tolerance and respect and our work in PSHCE across the school underpins this.

#### **4.2**

##### **Bullying and the Law**

Most bullying incidents are not crimes however some types of bullying are illegal and if they occur, schools have a legal duty to report these incidents to the police. This includes bullying that involves violence or assault, theft, harassment and intimidation over a period of time including calling someone names or threatening them, making abusive phone calls, sending abusive emails or text messages and anything involving hate crimes.

Some cyberbullying activities could be considered criminal offences under a range of different laws, including the Malicious Communications Act 1988 and the Protection from Harassment Act 1997.

As a school, we will seek advice and follow the required legal channels if bullying incidents occur.

#### **4.3**

##### **Bullying outside of school**

By law, schools have the power to intervene in bullying incidents outside of the school grounds including on home-to-school transport, in the community and online. As a school, we will seek advice and follow the required legal channels if bullying incidents involving our pupils or members of our school community occur off the school premises.

## **5**

### **Our definition of bullying**

The Anti-Bullying Association defines bullying as, “the repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online.”

Bullying is behaviour that intentionally and persistently causes distress to others. 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 the culture of safety and wellbeing in the school.

The Department of Education defines bullying as: "Deliberately hurtful behaviour, repeated over a period of time, where it is difficult for the victim to defend him/herself." 'Pastoral Care in Schools: Promoting Positive Behaviour' (2001)

Bullying can take many forms including:

- Physical bullying: hitting, kicking, taking belongings, damaging property, physically hurting a person or their possessions
- Verbal bullying: name calling, insulting, making offensive remarks, using language to cause harm
- Indirect bullying: spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours
- Cyber bullying: using technology to cause pain or distress e.g. abusive or offensive text messages or e-mails or using social networking sites (e.g. Facebook, Instagram, Snapchat) to cause harm through the use of words, messages or the sharing of photographs without consent
- Discrimination: People may bully others because of varying perceived differences. This can include discriminatory behaviour towards another person on any grounds including, but not limited to the protected characteristics: ethnicity/nationality/origin, religion or belief, sex, gender reassignment, pregnancy and maternity, disability or sexual orientation. It can also include comments aimed at a person's academic ability; perceived characteristics (e.g. hair colour or weight) or because of an associate (family member or friend)

This is not an exhaustive list and these categories may be inter-related. ALL incidents of bullying, whether verbal or non-verbal, will be dealt with in the same way at St Hild's CE Primary School and will be taken seriously.

## 6

### Signs of bullying

Bullying can cause changes in a child's behaviour and all members of staff at St Hild's CE Primary School receive regular training and guidance to ensure they are aware of changes in behaviour. These changes can include a child:

- becoming shy and nervous;
- feeling ill in the morning before school or starting to feign illness while at school;
- missing school which results in a decrease in their attendance;
- becoming increasingly late for school on a morning;
- becoming particularly clingy towards adults;
- changing their working patterns and behaviour in lessons;
- lacking concentration;
- becoming frightened of walking to or from school;
- making changes to their usual routine;
- becoming withdrawn or increasingly anxious;
- lacking confidence;
- starting to stammer or producing unexplained disjointed speech;
- attempting or threatening suicide;
- running away;
- crying themselves to sleep at night or having nightmares;
- beginning to do poorly in school work;
- coming home with torn or damaged clothes;
- having possessions which are damaged or "go missing";
- asking for money or starting to steal money (to pay a bully);
- having dinner or other monies continually "lost";

- having unexplained cuts or bruises;
- coming home hungry (money / lunch has been stolen);
- becoming aggressive, disruptive or unreasonable;
- bullying other children or siblings;
- stopping eating;
- becoming frightened to say what's wrong;
- giving improbable excuses for any changes in behaviour which are addressed;
- bring afraid to use the internet or mobile phone;
- becoming nervous and/or jumpy when a cyber-message is received;
- avoiding certain situations e.g. is seen hanging back on the playground or staying late at school;
- demonstrating a sudden unexplained deterioration in the quality of schoolwork or mislaying their books, money, equipment or belongings;
- underachieving;
- complaining of nonspecific pains, headaches, tummy upsets;
- becoming withdrawn or having a sudden loss of appetite;
- nail biting;
- flinching or becoming jumpy, forgetful or distracted;
- impulsively hitting out or having out of character tempers, flare ups or restlessness;
- becoming suddenly aggressive which is out of character;
- stresses manifested at home for example through bed wetting, insomnia, nightmares, restlessness and irritability;
- showing a reluctance to sit beside or near certain pupils and becoming hesitant to walk home.

Again, this is not an exhaustive list and these signs and behaviours could indicate other problems, but bullying should be considered. Where changes in behaviour are identified and where concerns about a child's behaviour are raised, these will be taken seriously and investigated fully at St Hild's CE Primary School.

## **7**

### **7.1**

#### **Our Preventative Approach to Bullying**

We believe that if children are encouraged to be good citizens in an environment where they feel safe and where they are stimulated and excited by their learning, it will minimize the occurrence of bullying. We feel it is important to create an atmosphere where our children know that they will be listened to and where their problems and worries are taken seriously and responded to with sensitivity.

If bullying occurs, all pupils at St Hild's CE Primary School are encouraged to report this bullying behaviour to a trusted adult in school immediately. All members of staff are alert to the signs of bullying and regular staff training takes place to ensure that all members of staff act promptly and firmly against it in accordance with our agreed school policy. Bullying is always unacceptable and reports of bullying are always taken seriously.

### **7.2**

#### **Teaching about Bullying**

At St Hild's CE Primary School, we are committed to creating a safe environment where children can learn and play and where they can talk about their worries, confident that an adult or a peer will listen and will offer help. Through a variety of planned activities across the curriculum including class debates and discussions, circle time, role-play, class performances and assemblies, our children develop self-confidence and develop strategies to speak up for themselves

and express their own thoughts and opinions. All children are encouraged to take responsibility and they are given a range of opportunities to join our groups and clubs in school. We provide all children with opportunities to make their voice heard and we feel that this helps to prevent a “silent” culture where children feel too scared to speak up and tell of any bullying experiences.

Our Personal, Social, Health and Citizenship Education (PSHCE) curriculum is also carefully planned and regularly monitored and evaluated to ensure that there are regular opportunities for children in every year group to formally address issues related to bullying. Children are taught to be aware of different forms of bullying and they learn how to develop personal strategies to resist unwanted behaviour. This may take the form of an explicit teaching point and the issue of bullying in its many forms is the focus of general classroom discussions on a regular basis. Bullying behaviour also forms part of our daily worship where we promote equality and celebrate difference and individuality. Our anti-bullying work is also carried out in other ways, for example looking at friendships and positive relationships; valuing each other; appreciating individual differences; celebrating success and personal achievements and developing individual self-confidence. In addition to these planned lessons, we also hold termly anti-bullying events in school and parents/carers are regularly invited into school to join in with these events to ensure that our anti-bullying work involves all members of our school community.

### **7.3**

#### **Our whole-school approach to anti-bullying**

We encourage a ‘whole-school approach’ to anti-bullying in which children and adults work together to create an environment where everybody gets a clear message that bullying is wrong and will not be tolerated in any form. All children, staff, governors and other members of our school community are made aware that bullying behaviour of all kinds must be challenged.

- All members of school staff are familiar with our Anti-Bullying Policy and procedures for dealing with reports of bullying are followed consistently.
- Awareness raising posters are displayed in classrooms and around school.
- Leaflets and age-appropriate information is provided for children regularly.
- Children are encouraged to understand their roles in preventing bullying using, for example, drama, role-play and novels. The role of the by-stander is regularly discussed to ensure that all children are aware of their responsibilities if ever they witness bullying behaviour.
- Children are guided to understand the feelings of bullied children and to practise the skills they need to avoid bullying.
- Online safety and cyber bullying are taught regularly in all classes to provide children with up-to-date, age-appropriate information for an ever-changing technological world. In addition to regular planned lessons, we also hold termly e-safety events in school and parents/carers are regularly invited into school to join in with these events to ensure that our anti-bullying work involves all members of our school community.
- Peer support is offered throughout school from children trained as ‘Mini Buds, Play Leaders and Smiles.’
- Parents/carers are signposted to the Anti-Bullying policy on our school website and they are provided with a paper copy of this policy if requested. They are made aware of procedures to use if they are concerned that their child is being bullied or does not feel safe to learn in school.
- Parents/carers are regularly provided with anti-bullying leaflets and information and this is also shared on the school website and via Dojo.



## 8

### Strategies to prevent or reduce bullying

At St Hild's CE Primary School, we have established and will maintain the following proactive strategies to prevent and reduce bullying behaviour and raise awareness of bullying throughout our school community:

- we promote our "Shine Bright" school ethos at all times
- we are a TELLING / LISTENING / RESPONDING school – children are encouraged to "tell" knowing that all members of staff will "listen" and "respond"
- we recognise and reward good behaviour in accordance with our agreed Behaviour Policy
- we use creative learning techniques in all classes to enhance the social and emotional skills of all pupils
- we ensure that all members of staff, pupils, governors, parents/carers and all members of the school community are aware of the school code of conduct as set out in our agreed Behaviour Policy
- we hold regular whole school assemblies and parent/carer workshops addressing all forms of bullying (including e-safety)
- we ensure vigilant supervision in all areas of school throughout the school day including on the playground
- we carry out regular pupil voice exercises to gauge pupil opinion and we respond to issues raised
- we participate in the Investing in Children award scheme and value the contributions of children to all aspects of life in our school
- we use circle time in all classes and ensure an ongoing focussed PSHE Curriculum is delivered which includes explicit teaching on all aspects of bullying
- we promote our KS1 Buddies and KS2 play leaders to ensure continued positive playtimes
- we promote our whole school "Smiles" to support new children in each class
- we regularly distribute parent questionnaires and encourage continued good parental communication
- we continue to raise awareness of key information among families e.g. parent meetings, class information meetings, newsletters, website reminders, text messages and Dojo messages
- we participate in the national Anti-Bullying Week in November each year and hold our own additional anti-bullying events that are carried out termly in all classes
- we continue to work with outside agencies including the NSPCC, Childline and the Behaviour Support Team
- we continue to provide whole staff training and ongoing CPD to raise awareness and ensure consistency of our anti-bullying procedures

## 9

### Expectations and Individual responsibilities

#### 9.1

At St Hild's CE Primary School, we believe that all members of the school community play a key role in promoting, implementing and supporting our anti-bullying policy. It is important that there is a collaborative whole school approach to address any difficulties which may be encountered and we feel that everyone must work together to create a safe, happy and positive school environment.

Pupils who have been bullied are supported by:

- the opportunity to discuss the experience with a member of staff of their choice
- ongoing support and reassurance from all members of staff
- support from outside agencies where appropriate
- support to restore their self-esteem and confidence
- informing parents/carers who will be able to offer support at home
- a collaborative approach where school and parents/carers work together

Pupils who are bullying are helped by:

- discussing what happened and establishing why
- discovering why they became involved in the incident
- establishing the wrong doing
- ongoing support and guidance from all members of staff
- support from outside agencies where appropriate
- informing parents/carers to help change the attitude of the pupil
- a collaborative approach where school and parents/carers work together

Incidents of bullying behaviour will follow the agreed whole school procedures and may result in a behaviour plan or risk assessment being completed.

## 9.2

### **Staff responsibilities**

All members of staff are responsible for following the agreed whole school anti-bullying procedures:

- If bullying is suspected or reported to an adult, the incident will be dealt with immediately or at an agreed time within the agreed whole school time-frame
- All concerns will be listened to when reported
- All people involved in the bullying incident will be identified and spoken to within the agreed whole school time-frame
- Staff will remain neutral and avoid direct, closed questions to ensure that records are accurate reflections of each involved person's account of the event
- A clear account of the incident will be recorded in writing by a member of staff during discussions with pupils or parents/carers and a copy will be given to the Head Teacher and Positive Futures Worker
- Class teachers will be informed as soon as possible when incidents are reported to other members of staff
- Parents/carers of all involved children will be informed within the agreed whole school time-frame
- Sanctions will be used as appropriate in consultation with all parties following the agreed school anti-bullying procedures
- Each involved pupil will be given the opportunity to talk and the discussion will focus on finding a solution and stopping the bullying from recurring. This can include 1:1 and/or group discussions with an agreed member of staff
- If appropriate, pupils are helped to find their own solution to their personal disagreements and they will be supported by staff to discuss how their proposals will be put into action
- A follow-up meeting/discussion will be planned with pupils to find out whether the solution has been effective or not and identify any next steps that may be required
- A follow-up meeting will be arranged with parents/carers to ensure they are kept fully informed

## 9.3

### **Head Teacher responsibilities**

It is the responsibility of the Head Teacher to implement the school anti-bullying policy consistently throughout the school.

- The Head Teacher must report regularly to the governing body about the effectiveness of the anti-bullying policy
- The Head Teacher must ensure that all children are taught about bullying behaviour regularly in an age-appropriate way
- The Head Teacher must ensure that all children are aware that bullying in any form is unacceptable behaviour and will not be tolerated at St Hild's CE Primary School.

- The Head Teacher must ensure that all members of staff, including lunchtime staff, receive regular, appropriate training to ensure that they are able to confidently identify and deal with all incidents of bullying.
- The Head Teacher must set the school climate of mutual support and praise for success to make bullying behaviours less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- The Head Teacher must ensure that all children in school are aware of how to deal with bullying behaviour should it occur and understand who can help them and how

#### 9.4

##### **Pupil responsibilities**

All pupils should:

- Report all incidents of bullying immediately
- Participate in anti-bullying sessions regularly
- Follow the school's code of conduct and behaviour policy consistently
- Avoid inappropriate behaviours which might be considered as bullying
- Be respectful and supportive to others
- Be respectful of individual difference

In order to achieve this, they must

- Be made aware of the adults in school who can help them
- Be taught that if they are being bullied or if another pupil is being bullied, they must TELL SOMEONE immediately

#### 9.5

##### **Parent/Carer responsibilities**

Parents/carers have a responsibility to support the school's anti-bullying policy and they should actively encourage their child to be a positive member of the school. At St Hild's CE Primary School, we expect all pupils and parents/carers to support our zero-tolerance approach to bullying.

Parents/carers are expected to:

- Support the school in helping their child
- Advise their children to report any concerns to a member of staff immediately
- Parents/carers 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
- Attend all meetings as requested when these are made at mutually convenient times
- Work co-operatively with all members of school staff and their child in supporting the child's education and in building positive attitudes towards learning and school
- Develop in their children a respect for other people and their property
- Help their child to develop a positive feeling about themselves
- Talk in confidence to the child's teacher or the Head Teacher where concerns arise
- Discourage behaviours which might be considered as bullying – including online behaviours at home.
- Stress to their children that retaliation is not helpful – if children "hit back," they will be dealt with following the school behaviour policy as this behaviour is not tolerated in school
- Co-operate with the school. If their child accused of bullying, try to ascertain the truth and point out the implications of bullying, both for the children who are bullied and for the bullies themselves
- Accept their role in dealing with bullying behaviours
- Allow the school time to investigate and respond to reports of bullying

- If they are not satisfied with the response, they should contact the Head Teacher. If they remain dissatisfied, they should follow the school's complaints procedure. This document can be found on the school website and a paper copy of this policy can be obtained from the school office upon request

In order to ensure that these responsibilities can be achieved, St Hild's CE Primary School will:

- provide a safe, secure and caring environment
- promote and sustain good behaviour
- work collaboratively with all relevant members of the school community, developing positive partnerships with parents/carers
- take all forms of bullying seriously and seek to prevent it from taking place

Bullying is a whole-school priority and bullying behaviour WILL NOT be tolerated in any form at St Hild's CE Primary School under any circumstances.

## 10

### **Reporting and recording incidents of bullying**

At St Hild's CE Primary School, we pride ourselves on our consistent approach to anti-bullying education and we feel that we create a positive climate for learning where pupils behave appropriately however, we acknowledge that things do occasionally go wrong.

Where bullying behaviour is reported, all incidents are dealt with by the initial member of staff in the first instance and all reports are passed to the relevant class teacher within the agreed time-frame. When dealing with reports of bullying, we use a range of strategies appropriate to the nature, severity and history of the bullying. Information is gathered from all pupils and any staff concerned and this is recorded formally in writing. All incidents of bullying are recorded and are stored on a central behaviour chronology which is updated by the Positive Futures Worker. These incidents are then evaluated and discussed by the SLT.

Any racist or prejudiced behavioural incidents are recorded and are formally reported to the Local Authority following the guidelines provided.

We have three aims when reacting to incidents of bullying:

1. To make the child who has been bullied feel safe
2. To address the behaviour of the child who has displayed the bullying behaviour
3. To evaluate the behaviour of any colluders or bystanders and consider their responses to the bullying incident

We will seek to reassure the child who has been bullied that they have done the right thing in telling someone and we will take steps so that they know that any further concerns they have will be followed up quickly. The Head Teacher is responsible for overseeing anti-bullying in school and is responsible for checking in with the individual child and parents/carers on a regular basis following reported incidents to ensure that any further issues are dealt with appropriately.

If the bullying is a recently established behaviour by an individual or a group which involves regular name-calling, intimidation or social exclusion (but not physical violence) a problem solving approach is adopted. The underlying intention is to change the dynamics of the situation, to raise the awareness of the participants about bullying and to support the peer group in taking responsibility for the bullying.

If the bullying involves an individual or group, who have been involved in bullying on a previous occasion and the school has previously implemented the above problem solving approach or if physical violence is used, then the following procedure will be followed:

1. The Head teacher is informed within the agreed time-frame
2. The bullying incident is discussed with the pupil or pupils who have been bullied and their comments are formally recorded in writing
3. The bullying incident is discussed with the pupil or pupils who have displayed bullying behaviours and their comments are formally recorded in writing
4. The parents/carers of the bully or bullies are contacted and invited to a meeting with the Head Teacher, pupil and class teacher. The Positive Futures Worker may also attend this meeting and may be able to offer further support to the family. The bullying incidents are outlined and discussed and sanctions and consequences are detailed at this meeting. Where more than one child is involved in a bullying incident, these meetings could take place individually or as a group depending upon the incident that has taken place.
5. Where required, Individual Behaviour Plans are created for the pupil or pupils who have bullied to set targets to improve and monitor their behaviour. This may involve calling upon the expertise of external agencies where appropriate and a risk assessment may be written if the child's behaviour is deemed a risk to others.
6. In persistent or particularly serious circumstances sanctions may include:
  - Loss of outdoor lunchtime/playtime for an agreed time or until the situation has been resolved
  - Regular parent meetings to monitor the behaviour and update on the impact of actions taken
  - Fixed term exclusion (following the procedures outlined in our agreed policy)
  - Appropriate external agency involvement i.e. crisis response/behaviour support
  - Permanent exclusion (following the procedures outlined in our agreed policy)
  - Police involvement

The parents/carers of the pupil who has been bullied will also be kept fully informed throughout this process.

## 11

### **Bullying and the relationship with Safeguarding children and young people**

The Department for Education makes clear that on some occasions, bullying is an issue which may need to be dealt with by involving a range of professionals outside of the school. At St Hild's CE Primary School, we are committed to take whatever strategy is required to ensure that our children are safe and happy. When there is 'reasonable cause to suspect that a child is suffering, or is likely to suffer, significant harm' a bullying incident will be addressed as a child protection concern under the Children's Act 1989, by making a referral to Durham's First Contact Service, in order to involve social care professionals. Full details of schools' responsibilities can be found in Part 1 of Keeping Children Safe in Education <https://www.gov.uk/government/publications/keeping-children-safe-in-education--2>

## 12

### **Support for staff who are bullied**

At St Hild's CE Primary School, we are also fully committed to supporting staff who are bullied. Bullying of staff, whether by pupils, parents/carers or colleagues, is unacceptable. The Department for Education has published a separate advice note which provides advice for Head Teachers and all school staff on how to protect themselves from bullying in all forms, including cyberbullying, and how to tackle this if it happens. This information is shared with all members of staff.

At St Hild's CE Primary School, we will not tolerate bullying or intimidating behaviour towards any of our staff. A code of conduct for parents/carers and visitors into school has been written and this should be followed consistently. Where this is not followed and our staff are threatened or attacked, including physically, verbally and emotionally, the school will contact the Police or other agencies as appropriate.

## **13**

### **Complaints**

Where parents/carers have a concern that their child is being bullied, they should contact their child's class teacher initially. If they do not feel that the situation has been resolved to their satisfaction, they should contact the Head Teacher. If they continue to be dis-satisfied with the actions taken by the school, they should report their concerns to the Governing Body. The Governing Body responds within ten school days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Head Teacher and asks them to conduct an investigation into the case and to report back to a representative of the Governing Body. Where parents/carers continue to be dis-satisfied, the guidelines outlined in our formal complaints procedure must be followed.

A copy of our formal complaints procedure can be found on our school website and a paper copy of this document can be obtained from our school office upon request.

## **14.**

### **Additional Guidance**

At St Hild's CE Primary School, bullying behaviour relating to any of the protected characteristics will be dealt with consistently. This includes bullying relating to: ethnicity/nationality/origin, religion or belief, sex, gender reassignment, pregnancy and maternity, disability or sexual orientation.

### **14.1**

#### **Cyber-bullying**

Cyber-bullying at any age is likely to cause both distress and trauma, therefore, at St Hild's CE Primary School:

- Pupils are not allowed to bring mobile phones to school or use another persons' mobile phone either during or after the school day (including at clubs). Where parents/carers request that mobile phones are brought into school (e.g. when children in UKS2 walk home alone), these are handed into the school office and are kept in the school safe until they are collected by the pupil at the end of the day.
- Members of staff are strongly advised not to give out their personal contact details to pupils or parents/carers. All necessary communications must be made through school systems and parents/carers are made aware of these regularly.
- As part of the Computing and PSHCE curriculum, pupils across school are regularly taught about the inappropriate use of ICT including mobile phones, social media and web-sites and e-mailing and the possible consequences of online bullying. This includes work during termly E-safety afternoons and termly anti-bullying events. Parents/carers are invited to participate in these events.
- As a school, we seek advice from outside agencies to provide age-appropriate information to children and printed information is sent home to parents/carers throughout the year.
- Appropriate filters are installed onto the school computer network and these are monitored by the school ICT technician and school Safeguarding Team regularly. Any breaches or incidents are followed up in accordance with the agreed school procedures.

Though infrequent at St Hild's CE Primary School, all incidents of cyber bullying are formally recorded following the agreed school procedures.

### **14.2**

#### **Racist Bullying**

Britain is a multi-racial and multi-faith country and everyone has the right to have their culture and religion respected by others, therefore, at St Hild's CE Primary School:

- Pupils will be taught that no one has the right to call another person names or to treat them badly because of their colour, race or religion. Learning about equality, diversity, prejudice and racism is planned throughout the curriculum in every class each term.
- Racism is illegal therefore, all known incidents of racism are formally recorded and a copy of the report is sent into DCC's Children and Young Peoples Services Team at County Hall. The perpetrator and the victim are spoken to and parents/carers are informed of what action has been taken by the Head Teacher.
- An annual report on racist incidents is provided to the Governing Body by the Head Teacher.
- All members of staff behave towards each other and towards all pupils in ways which demonstrate their commitment to equality and diversity, inclusion and emotional intelligence. All adults in school are expected to lead by example and act as positive role models for all pupils.
- Opportunities are given for all pupils to meet and talk with people from a range of cultural and ethnic backgrounds through our wider curriculum.
- Parents/carers are made aware through newsletters and through direct contact with staff of school policy and procedures regarding racist incidents and the promotion of racial equality.
- Pupils are reassured that reporting a racist incident will not make matters worse.
- All members of staff are fully aware of the agreed policy for dealing with racist incidents and procedures are followed consistently.
- The highest level of accuracy in the identification of pupil ethnicity is sought in the completion of the Census return.

Though infrequent at St Hild's CE Primary School, all incidents of racist or prejudiced bullying are formally recorded following the agreed school procedures.

### **14.3**

#### **Homophobic Bullying**

Derogatory name calling of any sort including remarks and gossip about a person's sex, sexuality, gender or gender identity will not be tolerated, therefore, at St Hild's CE Primary School:

- Pupils are taught to value everyone, regardless of their sex, sexuality, gender or gender identity.
- All members of staff behave towards each other and towards all pupils in ways which demonstrate their commitment to equality and diversity, inclusion and emotional intelligence. All adults in school are expected to lead by example and act as positive role models for all pupils.
- PSHCE lessons in all classes provide children with information about how to tackle prejudice and discrimination.
- LGBTQ+ guidance is followed and age-appropriate information is shared with pupils throughout school.

Though infrequent at St Hild's CE Primary School, all incidents of homophobic or prejudiced bullying are formally recorded following the agreed school procedures.

### **15.**

At St Hild's CE Primary School, we view all children as individuals and we are aware that there may need to be some variation in our approach to bullying behaviour at times. All incidents of bullying will be dealt with by St Hild's Primary School in a clear and robust manner and all staff follow an agreed set of steps to ensure consistency throughout school with regard to the age, maturity, understanding and SEND needs of the child or children involved.

### **16.**

#### **Monitoring and review**

The Head Teacher and SLT monitor the effectiveness of this anti-bullying policy on a regular basis. The Head Teacher also reports to the governing body on the effectiveness of the policy and, if necessary, makes recommendations for further improvements. This policy will be formally updated every two years however we aim to monitor and review

this policy in a meaningful way at least annually through pupil and parent surveys and also as we respond to any bullying incidents that do occur in school. In addition to this, we are mindful of any changes to legislation that may affect our policy and update our procedures and documentation accordingly.

**Date of Implementation: December 2022**

**Date of Review: December 2023**

**Signed SENCO/Deputy Head Teacher:** *A Luke*

**Signed Head Teacher:** *A Ryder*

**Signed Chair of Governors:** *J Moss*