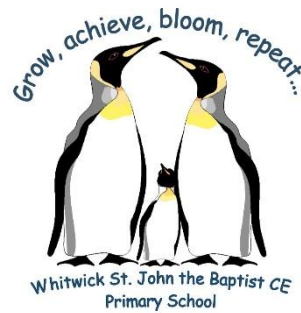


Whitwick St. John the Baptist C.E. Primary School

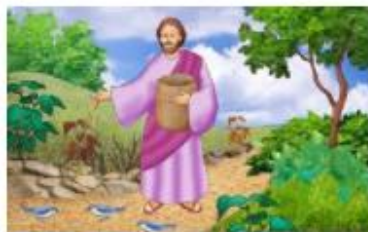


ANTI-BULLYING POLICY

Grow, Achieve, Bloom, Repeat

This vision is based on the Parable of the Sower from Matthew 13 1-23

'...Still other seed fell on good soil, where it produced a crop—a hundred, sixty or thirty times what was sown.'



Agreed by Staff: September 2024
Agreed by Governors: September 2024

Reviewed every two years

Signed (Chair): _____ Date: _____

Statement of Intent

‘Bullying has no place in our schools; every child deserves to learn in an environment where they are loved, supported and respected.’ Bishop Jonathan Frost.

As a church school, we strive to ensure that all pupils feel safe and cared for. We are committed to providing an environment free from prejudice, threat or bullying so that all of our pupils can learn in a relaxed and secure atmosphere. Our deeply rooted Christian vision and values serve the common good and expect flourishing for all. However, all school must accept that some bullying may take place within them and need to have procedures in place to prevent it where possible and deal with it when it does occur. Bullying of any kind is unacceptable at our school. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. Guidance on the behaviour and equal opportunities policies outlines the consequences of bullying behaviour and we are a TELLING school. This means that **anyone** (parents, teachers, governors, pupils and staff) who knows that bullying is happening is expected to report it.

What Is Bullying?

Bullying is the **repetitive, intentional** hurting of another person. Bullying results in pain and distress to the victim.

Different types of bullying (*the way the act of bullying is carried out*):

- **Physical** pushing, kicking, hitting, punching or any use of violence
- **Verbal** name-calling, sarcasm, spreading rumours, teasing
- **Psychological** spreading rumours, excluding people deliberately, manipulation
- **Cyber** All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

Different forms of bullying (*What the act of bullying is targeting*):

- **Emotional** being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Racist** racial taunts, graffiti, gestures
- **Sexual** unwanted physical contact or sexually abusive comments
- **Homophobic/biphobia** because of, or focussing on the issue of sexuality
- **Disability** disability taunts, graffiti, gestures
- **Religious/cultural** treating people of other faiths and cultures differently, name calling, taunts.
- **Appearance or health related** name calling about physical differences or illnesses (e.g. skin disorders such as morphea, an illness which requires ongoing medication e.g. cancer, diabetes, epilepsy)
- **Transphobic** focusing on the issue of gender uncertainty, especially if a certain gender doesn't fit their social 'norm'

Child on child abuse - We recognise that children sometimes display harmful behaviour themselves and that even if there are no reports, it may still be happening. Incidents or allegations will be referred on for appropriate support and intervention. Such abuse is unacceptable and will not be tolerated at all or passed off as “banter”, “just having a laugh” or “part of growing up”. This abuse could for example include sexual violence and sexual harassment, “upskirting”, initiation/hazing type violence, all forms of bullying, abuse in intimate relationships

between peers, consensual and non-consensual sharing of indecent images, causing someone to engage in sexual activity without consent and physical violence (eg hitting, kicking, shaking, biting, hair pulling, etc). (see Child protection policy). All child on child incidents are recorded on CPOMs with clear actions identified for the target and perpetrator.

It is important that children understand the message that bullying is not a one-off occurrence. If any behaviour of the above description happens several times, deliberately and is repeated, then it is bullying and will be dealt with accordingly. This extends to the bullying of or by: school staff, parents or other staff within outside agencies.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving. At Whitwick St John the Baptist, this is done through links to the school's Christian values of kindness, respect, tolerance, love, honesty and trust. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know what the school policy is on bullying, and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated whether it is done by pupils, parents or school staff.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine or appearance
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night, displays bedwetting behaviours or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)

- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous & jumpy when a cyber message is received

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures

1. If bullying is suspected or anyone witnesses bullying, it must report incidents to the Head teacher, Deputy Head or a senior teacher.
2. Incidents of bullying will be recorded by staff on CPOMs, In certain cases, as the behaviour policy points out, such as when the bullying is violent or physical, parents should be informed and will be asked to come in to a meeting to discuss the problem. Incidents involving friendship issues and unfounded bullying allegations are also recorded on CPOMs.
3. If necessary and appropriate, police will be consulted
4. The bullying behaviour or threats of bullying must be investigated by the Deputy Head or Head by interviewing all parties involved and the bullying stopped quickly. School will ensure that parents are informed inline with the child protection and confidentiality policies.
5. Sanctions, as identified within the school Behaviour policy and support will be implemented and an attempt will be made to help the bully (bullies) change their behaviour.
6. Appropriate support will be put in place for the person being bullied by the school. If the bullying occurs outside of school, members of staff are still obliged to deal with it in the same way as bullying is dealt with inside school.
7. All bullying related incidents are reported to governors.

Cyberbullying

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied and work with the person who has carried out the bullying to ensure that it does not happen again.
- Encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation.
- Take all available steps where possible to identify the person responsible. This may include:
 - looking at the use of the school systems;
 - identifying and interviewing possible witnesses;
 - Contacting the service provider and the police, if necessary.
 - Work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include support reports to a service provider to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content; confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law; requesting the

deletion of locally-held content and content posted online if they contravene school behavioural policies.

- Ensure that sanctions are applied to the person responsible for the cyberbullying. The school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that they may need.
- Inform the police if a criminal offence has been committed.
- Provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply;
 - providing advice on blocking or removing people from contact lists;
 - helping those involved to think carefully about what private information they may have in the public domain.

Outcomes

- 1) The bully (bullies) may be asked to genuinely apologise. As the behaviour policy points out, there are graded sanctions in school which will be adopted by the staff when the behaviour is investigated
- 2) If possible, the pupils will be reconciled
- 3) After the incident / incidents have been investigated and dealt with, each case will be monitored with weekly appraisals with the child being bullied to ensure repeated bullying does not take place. Close contact with parents to occur after each event of bullying as part of the monitoring process
- 4) In certain cases, suspension or even exclusion will be considered
- 5) Recorded information about bullying in and out of school will be monitored and used by senior staff to investigate potential patterns or trends in the bullying incidents with a view to helping to prevent future cases of bullying

Pupils who have been bullied will be helped by:

- Discussing what has happened
- Discovering the cause
- Reassuring them and acknowledging the need to change
- Informing parents and working with them
- Support from the school ELSA or another key member of staff
- The use of specialist agencies as appropriate

Pupils who have perpetrated bullying will be helped by:

- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Sanctioning, in line with school behaviour/discipline policy; this may include official warnings, detentions, removal of privileges (including online access when encountering cyberbullying concerns), and fixed-term or permanent exclusions.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or the Children and Adolescent Mental Health Service (CAMHS).

Parents:

- Most concerns about bullying will be resolved through discussion between home and school. However, where parents feel their concerns have not been resolved, they are encouraged to use the formal Complaints Procedure.
- If a pupil is involved in bullying out of school e.g on the street or by e-mail / texting, parents will be asked to work with the school in addressing their child's behaviour.
- The Penguin Parent Group which meets once termly inside school, is a very useful platform which can be used by parents to voice concerns about bullying, offer viewpoints towards what could be added to our policy and any other ideas on how to address anti-bullying learning, such as National Anti-Bullying Week, in order to further promote parents' positive attitudes towards teaching their children how to treat others in a respectful way.
- Referral may be made to external support agencies where appropriate.

Supporting adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with the designated safeguarding lead, a senior member of staff and/or the headteacher.
- Advising them to keep a record of the bullying as evidence and discuss how to respond to concerns and build resilience, as appropriate.
- Where the bullying takes place off school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with the schools' behaviour and discipline policy.
- Reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online.
- Reassuring and offering appropriate support.
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- Discussing what happened with a senior member of staff and/or the headteacher to establish the concern.
- Establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures.
- If online, requesting that content be removed.
- Instigating disciplinary, civil or legal action as appropriate or required.

Anti-bullying measures

The school will raise awareness about bullying through:

- PSHE – SCARF (Safety, Caring, Achievement, Resilience, Friendship)
- Collective Worship
- A consistent and rooted use of the school's Christian values.
- Partaking in initiatives such as Anti Bullying Weeks, e.safety events and positive behaviour NED assemblies etc.
- The School Council

- Playground Pals at break times
- Information displayed with contacts and strategies
- Newsletter stories and messages
- A nominated member of staff to be available to parents – currently Mrs Prime

Prevention

- The school will provide and promote an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which is upheld by all.
- Promoting a school ethos based on clear school rules
- Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of friendship and respect towards others.
- Encourage and teach the positive and responsible use of technology, especially mobile phones and social media.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "safe spaces" for vulnerable children and young people.
- Celebrate success and achievements to promote and build a positive school ethos
- Playground Pals schemes in the playground
- Understanding that ALL children understand the acronym S.T.O.P (Several Times On Purpose)
- Staff CPD/Training which focuses on anti-bullying
- Policy reviews (to take place every two years) which take into account pupil governor and parent voice

Monitoring and review: putting policy into practice

- The school will ensure that we regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.

HELP ORGANISATIONS: Advisory Centre for Education (ACE) - 0808 800 5793

Children's Legal Centre

KIDSCAPE Website www.kidscape.org.uk

FAMILY LIVES Website

Bullying UK (Part of Family Lives)

Childline

0845 345 4345

020 7730 3300

www.familylives.org.uk

www.bullying.co.uk

www.childline.org.uk 0800 1111