

Barford St. Peter's C.E. (V.A.) Primary School

Together we love; together we learn



Anti-bullying Policy

Date adopted: March 2025

Review date: March 2027

Barford St. Peter's C.E. (VA) Primary School

Anti-Bullying Policy

Introduction

This is a statement of the Anti-Bullying Policy for Barford St. Peter's C. of E. (VA) Primary School. It has been amended according to advice from Warwickshire Schools Health Team, comments and suggestions from pupils in class discussions, parents/carers and members of staff in our school.

Head Teachers have a legal duty under the School Standards and Framework Act 1998 to put in place procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. Under the Education Inspections Bill 2006 the duties are extended to include preventing/responding to bullying that happens outside school, where it is reasonable to do so.

Schools also have a duty to 'safeguard and promote the welfare of pupils' (Education Act 2002) and to ensure that children and young people are safe from bullying and discrimination (Children Act 2004). Government guidance advises that the policy should also address the bullying of staff by pupils ('Safe to learn' DCSF 2007).

Definition

This school has chosen to adopt the Warwickshire Anti-bullying Partnership's definition of bullying: "When a person's or group of people's behaviour, over a period of time, leaves someone feeling one or more of the following:

- Physically and/or mentally hurt or worried
- Unsafe and/or frightened
- Unable to do well and achieve
- 'Negatively different', alone, unimportant and/or unvalued
- Unable to see a happy and exciting future for yourself

When a person, or group of people, has been made aware of the effects of their behaviour on another person, and they continue to behave in the same manner, this is bullying. If someone is made to feel like this, or if they think someone they knows feels like this, it should be investigated.

This should happen straight away as it can take a long time to build up the courage to tell. Bullying is any behaviour by an individual or group that:

- Is meant to hurt – the person or people doing the bullying know what they are doing and mean to do it
- Happens more than once – there will be a pattern of behaviour, not just a 'one-off' incident
- Involves an imbalance of power – the person being bullied will usually find it very hard to defend themselves It can be:
- Physical, e.g. kicking, hitting, taking and damaging belongings.
- Verbal, e.g. name calling, taunting, threats, offensive remarks e.g. gender specific
- Relational, e.g. spreading nasty stories, gossiping, excluding from social groups
- Cyber, e.g. texts, e-mails, picture/video clip bullying, Instant Messaging (IM) e.g. inappropriate material posted on Facebook, Twitter, Instagram, Snapchat, Ask fm

“Where individuals or groups bully different people, this will be seen as a pattern of bullying behaviour and treated as such.”

Warwickshire’s Anti-bullying Partnership Aim

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied, and that staff are free from fear of bullying by pupils.

Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools. Throughout this policy the term ‘parent’ is used to mean a pupil’s parent, carer or guardian.

Policy Statement

1. At this school we aim to support all children who might be bullied, as well as the child perceived as being the bully, in order that our entire pupil population might grow to be caring and responsible individuals with a high personal self-esteem.
2. All concerns about bullying will be taken seriously and investigated thoroughly.
3. Bullying which occurs off the school premises and which is witnessed by a member of staff or reported to school will be investigated and appropriate action taken.
4. Members of staff aim to engender a feeling of trust through PSHE sessions that allow children to voice concerns openly so that pupils can have a better understanding of how their behaviour can affect the lives of others and help those perhaps being bullied to appreciate their own worth. This could form part of our work on relationships, tolerance, self-discipline, good behaviour, values and citizenship. This may also be raised as an issue for discussion in School Council meetings.
5. We provide an encouraging environment that rewards hard work and good behaviour is the most effective way to counteract bullying. Staff observing good behaviour will give immediate verbal praise, generating a positive atmosphere.
6. Where pupils find it difficult to voice their concerns, we actively encourage parents to come forward and raise these concerns themselves. All classrooms have a ‘worry box’ so that children can write down and discretely share their concerns.
7. The policy of the school is that ALL PARENTS SHOULD BE INVOLVED in order that the unwanted behaviour is tackled in a spirit of partnership between the home and the school.

Identifying and Reporting Concerns about Bullying

All concerns about bullying will be taken seriously and investigated thoroughly. Pupils who are being bullied may not report it. However, there may be changes in their behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

School teaching and non-teaching staff will be alert to the signs of bullying and act promptly and firmly against it in accordance with this policy. Pupils who are bullying others also need support to help them understand and change their behaviour. Pupils who are aware of bullying (‘bystanders’) can be a powerful force in helping to address it and will be encouraged to do so in a safe way. All pupils will be encouraged to report bullying by:

- Talking to a member of staff
- Referring to their Taking Care Project network choices.

- Contacting local and national support agencies for advice/support

Pupils need to be taught to be risk managers not risk averse. Staff who are being bullied will be encouraged to report it to a colleague of their choice. Parents will be encouraged to report concerns about bullying and to support the school in tackling it. Trying to resolve bullying directly with pupils or their families can lead to problems escalating.

Responding to Reports about Bullying

The school will take the following steps when dealing with concerns about bullying:

- If bullying is suspected or reported, it will be dealt with immediately by the member of staff who has been made aware of it.
- A clear account of the concern will be recorded and given to the head teacher
- The head teacher will interview everyone involved and keep a detailed record.
- This will be held in line with the school's data protection policy/practice
- Class teachers will be kept informed as appropriate
- Parents and other relevant adults will be kept informed
- Where bullying occurs outside school, any other relevant schools or agencies (e.g. clubs, transport providers) will be informed about the concerns and any actions taken
- Punitive measures will be used as appropriate and in consultation with all parties involved

Pupils and staff

Pupils and staff who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a member of staff of their choice.
- Providing reassurance that the bullying will be addressed
- Offering continuous support.
- Restoring self-esteem and confidence
- The use of specialist interventions and/or referrals to other agencies e.g. educational psychology/ counselling, where appropriate

Pupils who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing the wrong doing and need to change
- Informing parents to help change the attitude of the pupil
- The use of specialist interventions and/or referrals to other agencies where appropriate

The following disciplinary steps can be taken:

- Official warnings to cease offending
- Additional supervision at break times and lunchtimes, inside the school building if necessary.
- Fixed-term exclusions
- Permanent exclusion

Parents

Most concerns about bullying will be resolved through discussion between home and school. However, where a parent feels their concerns have not been resolved, they are encouraged to

use the formal Complaints Procedure. Where a pupil is involved in bullying others outside school, e.g. in the street or through the use of the internet at home, parents will be asked to work with the school in addressing their child's behaviour, for example restricting/monitoring their use of the internet or mobile phone. Referral of the family to external support agencies will be made where appropriate.

Preventative measures

The school will:

- Raise awareness of the nature of bullying through inclusion in PSHE sessions, circle time, The Taking care Project, assemblies, subject areas and informal discussion, as appropriate, in an attempt to eradicate such behaviour.
- Participate in national and local initiatives such as Anti-bullying Week and the work of Warwickshire's Anti-bullying Partnership
- Seek to develop links with the wider community, including the church, that will support inclusive anti-bullying education.
- Consider the use of specific strategies, for example peer mentoring, on a regular basis and implement them if appropriate, subject to available resources.

Promotion of this Policy

The policy and methods for reporting bullying concerns will be promoted throughout the school, for example, for new pupils and staff and through regular awareness raising activities with existing pupils and their families. Everyone involved with the school should have a clear understanding of the policy; including caretaking, lunchtime supervisors, governors, parents and pupils.

Monitoring, Evaluation and Review

An annual report will be made to the governing body, including statistics about:

- The number of reported concerns
- Actions taken, support in place for victims of bullying, and outcomes
- Statistical information will be provided to the local authority as required.

The school will review the policy annually and assess its implementation and effectiveness.

Signature of Headteacher:

Signature of Chair of Governors:

Date: January 2023

Date of Review: January 2024