All Saints' Church of England Primary School

Anti - Bullying Policy 2022-2023

OUR VISION

Our vision is to be a nurturing and inclusive school, proudly reflecting the diversity of our community, where every child is treated as an individual and no matter what their starting point will achieve their true potential within a safe and secure environment.

By the end of their journey, we want our children to be respectful, resilient role-models, having a self-belief in themselves and their abilities, ready to go from strength to strength.

Our Values

All Saints' has an ethos built around our core Christian values of Compassion, Koinonia (community)

and Love. Our keys aims are linked to scripture (See full mission statement), culminating in our strap line of '*Growing Stronger Together in God's Love*.'

Compassion	Be kind and compassionate to one another, learning from our mistakes and forgiving others for theirs.
Koinonia (community)	Value and celebrate diversity, welcoming families from all faiths and backgrounds.
Love	The love within our school is one of family and friendship, enabling each child to grow and flourish.

Aims and purpose of the policy

Bullying of any kind is unacceptable and will not be tolerated at our school. At our school the safety, welfare and well-being of all pupils and staff is a key priority. We take all incidences of bullying seriously and it is our duty as a whole school community to take measures to prevent and tackle any bullying, harassments or discrimination.

We actively promote values of respect and equality and work to ensure that difference and diversity are celebrated across the whole school community. We want to enable our pupils to become responsible citizens and to prepare them for life in modern Britain. These values reflect those that will be expected of our pupils by society, when they enter secondary school and beyond in the world of work or further study.

We are committed to improving our school's approach to tackling bullying and regularly monitor, review and assess the impact of our preventative measures.

We aim to enable children to develop the personal skills needed to develop and maintain positive relationships with their peers and adults. We aim to develop tolerance in our school, so it is a place where every person has the right to be themselves, to be included and to learn in a safe and happy environment.

We recognise both diversity and equality and promote children and adults in our community to treat each other with respect and kindness.

1. Definition of bullying

The Anti – Bullying Alliance define 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.*"

www.anti-bullyingalliance.org.uk

Bullying is hurtful or unkind behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards an individual or group.

The STOP acronym can be applied to define bullying – Several Times On Purpose.

The nature of bullying can be:

- **Physical** – such as hitting or physically intimidating someone, or using inappropriate or unwanted physical contact towards someone.
- **Attacking property** – such as damaging, stealing or hiding someone's possessions.
- **Verbal** – such as name calling, spreading rumours about someone, using derogatory or offensive language or threatening someone.
- **Psychological** – such as deliberately excluding or ignoring people.
- **Cyber** – such as using text, email or social media to write or say hurtful things about someone.

Child on child abuse

Not all instances of child on child abuse amount to bullying, however, *KCSIE 2021* highlights the need for all schools to be vigilant and recognise the many types of child on child abuse where through violence, sexual violence and online abuse, children can be exploited, bullied or harmed by their peers. Staff need to be aware of this and that it can happen both inside and outside of school.

Bullying can be based on any of the following things:

- **Race** (racist bullying)
- **Religion or belief**
- **Culture or class**
- **Gender** (sexist bullying)
- **Sexual orientation** (homophobic or biphobic bullying)
- **Gender identity** (transphobic bullying)
- **Special Educational Needs (SEN) or disability**
- **Appearance or health condition**
- **Related to home or other personal situation**
- **Related to another vulnerable group of people** e.g. travelling families

No form of bullying will be tolerated and all incidents will be taken seriously.

2. Identifying Bullying

Children who are being bullied may not always be prepared to tell someone. It is important therefore that members of staff, parents and others who deal with the children are observant and alert for signs of bullying. These might include:

- unwillingness to come to school;
- withdrawn, isolated behaviour;
- sudden changes in behaviour: becomes aggressive, disruptive or unreasonable;
- anxious or lacking in confidence;
- complaining about missing possessions;
- refusal to talk about the problem;
- being easily distressed;
- damaged or incomplete work;
- issues with eating/food;
- unexplained bruises/cuts/marks on body.

3. Reporting bullying

PUPILS WHO ARE BEING BULLIED: If a pupil is being bullied they are encouraged to not retaliate, but to tell someone they trust about it such as a friend, family member or trusted adult. They are also encouraged to report any bullying incidents in school:

- Report to a teacher – their class teacher, or any other teacher.
- Tell any other adult staff in school – such as lunch time supervisor, Learning Support Assistants or the school office.
- Tell an adult at home.
- Report through 'Worry Boxes'
- Call Child Line to speak with someone in confidence on 0800 1111

Reporting – roles and responsibilities

STAFF: All school staff, both teaching and non-teaching (for example midday supervisors, caretakers) have a duty to report bullying, to be vigilant to the signs of bullying and to play an active role in the school's measures to prevent bullying. If staff are aware of bullying, they should reassure the pupils involved and inform their class teacher. The following staff members are anti-bullying leads: Mrs Angela Filsell and Miss Hannah Clarke.

SENIOR STAFF: The Senior Leadership Team and the Head Teacher have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and well-being of all young people.

PARENTS AND CARERS: Parents and carers should look out for potential signs of bullying such as distress, lack of concentration, feigning illness or other unusual behaviour. Parents and carers should encourage their children not to retaliate, and support and encourage them to report the bullying. Parents and carers can report an incident of bullying to the school either in person, or by phoning or emailing the school office or a member of staff, being the class teacher in the first instance.

PUPILS: Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. They should never be bystanders to incidents of bullying, but should offer support to the victims and, if possible, help them to tell a trusted adult.

4. Responding to bullying

When bullying has been reported, the following actions will be taken:

- Teaching staff will record any bullying incidents reported by parents/carers on CPOMS and notify SLT immediately.

- Mrs Angela Filsell will monitor information recorded on CPOMS and evaluate the results. This information will be shared termly with the Governing Body.

- All staff will offer support to the target of the bullying in discussion with the pupil's class teacher. Individual meetings will then be held with any target of bullying to devise a plan of action that ensures they are made to feel safe and reassured that the bullying is not their fault.

- All staff will pro-actively respond to the bully who may require support. They will discuss with the target's class teacher to devise a plan of action.

- Staff will inform parents or carers and where necessary involve them in any plan of action.

- Staff will assess whether any other authorities (such as police or the local authority) need to be involved, particularly when actions take place outside school.

5. Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekend or during the holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupil's well-being beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities as outlined in this policy.

6. Bullying of Staff Members

The categories of bullying apply to staff members working in school. All staff are expected to follow the school's Code of Conduct, so bullying in the workplace does not happen. Any incidents of concern need to be reported to a member of SLT.

7. Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and communicated to SLT, and follow up actions and sanctions, if applicable, will be taken for pupils and staff found using such language. All staff are also required to log and record the casual use of derogatory language, using CPOMS and the behaviour logs.

8. Prejudice-based incidents

A prejudice-based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitude, belief or view toward a minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice-based incidents are taken seriously and recorded and monitored in school, with the head teacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti-bulling interventions.

9. School initiatives to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying, including:

- A child-friendly anti-bullying policy ensures all pupils understand and uphold the anti-bullying policy.

- Members of the school community must be alert to signs of bullying and act firmly and promptly against it in line with this policy.

- The PSHE Jigsaw programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond to and prevent bullying, as does Circle Time.

- School assemblies help raise pupil awareness of bullying and derogatory language.

- Difference and diversity are celebrated across the school through diverse displays e.g. World Faith displays, books and images. The whole school participates in events such as Anti-Bullying Week, Celebrating our Community Week and E-Safety Week.

- As a Rights Respecting school, values of equality and respect are embedded across the curriculum. Members of staff regularly use PSHE lessons or circle time to explore issues such as having rights and respecting the rights of others. We look at the causes of bullying, the effects of being bullied or being a bully, and how to stop bullying, as well as the effect of being a bystander to bullying. Pupils will be given advice on what to do if they are being bullied or if they observe someone being bullied.

- Stereotypes are challenged by staff and pupils across the school.

- Restorative justice discussions, in line with our behaviour script and policy, provide support to targets of bullying and those who show bullying behaviour.

- Working with parents and carers and in partnership with community organisations to tackle bullying, where appropriate.

10.Training

The Head Teacher is responsible for ensuring that all school staff, both teaching and non-teaching (including midday supervisors, caretakers) receive regular training on all aspects of the anti-bullying policy.

11.Monitoring and reviewing

The head teacher is responsible for reporting to the Governing Body (and the local authorities where applicable) on how the policy is being enforced and upheld, via the termly report. The governors are in turn responsible for monitoring the effectiveness of the policy via the termly report and by in-school monitoring such as learning walks and focus groups with pupils.

The policy is reviewed every 12 months.

Date of last review: 18/11/22

Head teacher and Deputy Head teacher signed:

Chair of Governors signed:

Addendum:

All Saints' Primary School is a Rights Respecting School. The articles in the United Nations Convention on the Rights of the Child have been used as a reference point for this policy. The following articles are considered to be the most relevant:

- *Article 2 – The convention applies to everyone, whatever their race, religion or abilities; whatever they think or say, whatever type of family they come from.*
- *Article 3 – The best interests of the child must be a top priority in all things that affect children.*
- *Article 12 – Every child has the right to express their views, feelings and wishes in all matters affecting them, and to have their views considered and taken seriously.*
- *Article 14 – Children have the right to think and believe what they want, as long as they are not stopping other people from accessing their rights.*
- *Article 15 - Every child has the right to meet with other children and to join groups and organisations, as long as this does not stop other people from accessing their rights.*
- *Article 16 - Every child has the right to privacy. The law should protect the child's private, family and home life.*
- *Article 19 – Children have the right to be safe and be protected from harm.*
- *Article 23 - A child with a disability has the right to live a full and decent life with dignity and, as far as possible, independence and to play an active part in the community.*
- *Article 28 – Children have the right to an education.*
- *Article 29 – Education must develop every child's personality, talents and abilities to the full. It must encourage the child's respect for human rights, as well as respect for their parents, their own and other cultures and the environment.*
- *Article 30 - Every child has the right to learn and use the language, customs and religion of their family.*
- *Article 31 – Children have the right to relax and play.*

At All Saints' Primary School, we promote diversity, individuality and togetherness through our Christian values and Rights Respecting Ethos. We create an environment for children that is based on mutual respect and compassion, where they can feel safe from harm including bullying.

This policy is in accordance with The Equality Act 2010, which states that it is against the law to discriminate against anyone because of:

- Age
- Disability
- Gender reassignment
- Marriage and civil partnership
- Pregnancy or maternity
- Race
- Religion or belief
- Sexual orientation

As a Rights Respecting School, we deliver a curriculum that enables children to understand the benefits of living in a society where differences and diversity are celebrated. We aim to inspire children and help them become positive members of the wider community.

Useful Websites

www.direct.gov.uk
www.anti-bullyingalliance.org.uk
www.educateagainsthate.com
https://www.childnet.com/young-people/primary/the-smart-rules
www.thinkuknow.co.uk
www.childnet-int.org
www.childline.org.uk
www.nspcc.org.uk
www.ceop.gov.uk (this website is for reporting actual or attempted abuse online)
http://www.unicef.org.uk/rrsa
www.bullying.co.uk
https://www.childline.org.uk/info-advice/bullying-abuse-safety/
http://diana-award.org.uk/
https://www.kidscape.org.uk/
https://www.stonewall.org.uk/

(NB. These websites are live at the time of writing the policy)