



Hesketh-with-Beaconsall All Saints Church of England Primary School



Part of the Learning Together Trust family of schools

'What you are is God's gift to you, what you become is your gift to God'

Anti-Bullying Policy

"My command is this: Love each other as I have loved you." John 15:12

GOOD Behaviour, **GOOD** Manners and **GOOD** work

The policy is applicable to our whole school community.

School's Aims in Relation to its Anti-Bullying Policy

- To educate children, staff, volunteers and parents about the harm that is caused by bullying
- To make all children aware of the role they can play in preventing bullying
- To promote the Christian ethos of the school as a means of tackling bullying
- To promote the British values of individual liberty, mutual respect and tolerance within our school, preparing our children for the future
- To provide help and guidance for both victims and bullies
- To establish clear procedures which parents, pupils and staff can follow when bullying has taken place

Definition of bullying

'Bullying is behaviour by an individual or a group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying often occurs when there is an imbalance of power, which makes it hard for those being bullied to defend themselves. Bullying is usually motivated by actual or perceived differences.'

For example, it may be related to:

- Age
- Race
- Gender
- Religion or belief
- Culture
- SEN, disability or health condition
- Appearance
- Home circumstances, for example adoption, caring responsibilities, poverty
- Sexual orientation, homophobia, sexism

Types of bullying might include:

- Physical (actual physical harm or threat of physical harm to a person or property)
- Verbal, for example, taunting, name calling
- Emotional, for example, excluding, tormenting, spreading rumours, graffiti, gestures, manipulation
- Extortion, for example, demanding money or favours
- Child on child abuse which is any kind of physical, emotional or financial abuse or coercive control exercised between children.
- Cyber bullying, for example via email, social networking sites, text messaging, gaming, Snapchat, Instagram, and YouTube etc. All types of bullying are taken very seriously in school. School recognises the particular seriousness of both racial and homophobic bullying which, if not prevented at an early age, can lead to very harmful long-term prejudice.

Staff and Governors are aware of the publication: *'Valuing All God's Children Guidance for Church of England schools on challenging homophobic, biphobic and transphobic bullying'* (Second Edition updated summer 2019). Staff are particularly mindful of the need to assess the risk of children being drawn into

terrorism and extremism. All staff are aware of the advice contained in the statutory guidance for England and Wales, issued on 7 September 2023 under Section 29 of the Counter-Terrorism and Security Act 2015. It came into force on 31 December 2023, replacing the 2015 guidance which came into force in July 2015. All staff should look out for concerning changes in behaviour and report them to the designated safeguarding lead (DSL).

Should professionals have any online safeguarding concerns or want advice regarding online bullying they are able to contact helpline@saferinternet.org.uk (0344 381 4772)

Identifying the problem

Pupils

Children who are being bullied at school will not always be prepared to tell those in authority. However, when a disclosure is made, it should always be treated seriously. While others may not feel that certain actions or words are of a bullying nature, if the recipient feels that they are being bullied, that is sufficient evidence to treat the case as bullying. For those pupils who are unable to inform staff about their problem, observations regarding specific behaviour patterns can be routinely established within the school.

Signs of bullying might include:

- Unwillingness to come to school
- Withdrawn behaviour
- Complaining about missing possessions
- Refusal to talk about the problem
- Being easily distressed
- Damaged or incomplete work

Staff will be able to use their knowledge of the pupils to identify changes in their behaviour that might indicate bullying. Pupils should be encouraged to be open with their parents, who can then pass on concerns to school. Parents are encouraged to support staff in proactively providing intelligence about potential issues between pupils which might provoke conflict, so that staff can take measures to prevent bullying from occurring in the first place. Please note that with regard to cyber bullying online accessibility remains the responsibility of parents to ensure they have the right levels of privacy on their internet filters and use 'blocking' and 'reporting abuse' features on the programmes/devices their children use which should be age appropriate. Such measures might involve talking to pupils about issues of difference, or may involve specific lessons, dedicated events or projects, reflection time or assemblies. School decides the most appropriate approach, depending on the circumstances of the potential issue required to be addressed. Parents must be mindful that although school will endeavour to solve issues brought in from home it may not always be within their power to do so.

Staff and Other Adults in the School

Bullies are often in positions of power or authority over their victims. They may behave as they do to hide their own inadequacies or their personal envy of another colleague. Bullying may occur between professional teaching staff, support staff and voluntary workers. Overwork can also lead to bullying with the bully inflicting their frustrations and anger on their colleagues. Possible tell-tale signs of a bullying culture are indicated in the following list:

- General low morale
- Increased level of staff turnover
- High rates of absenteeism
- Frequent disputes, complaints and grievances
- Isolated members of staff
- Ineffective team-working

Firm management style can be given as an excuse for what may in fact be bullying. Professional relationships between members of staff are best conducted with respect and in a non-threatening manner. There is also a legal requirement for the employer to provide a safe place of work for employees and all others that use the establishment.

Raising awareness, creating a supportive climate and preventing bullying:

- Efforts should be made to identify why a pupil has displayed bullying behaviour; support can then be offered to prevent reoccurrence.
- Ways of reporting bullying must be clearly established for both pupils and staff.
- Acts of collective worship are a useful vehicle for the promotion of our principles.
- Whole school ownership of our Behaviour Policy: **John 15:12** 'My command is this: Love each other as I have loved you'.
- Pupils may be shown through role-play or stories what they can do to reduce and prevent bullying behaviour and are taught to resolve conflicts constructively.
- Work in Religious Education, specific assemblies and PSHE (and Circle/Reflection Time) can be used to explore issues in more detail
- Artwork, poetry, historical events and current affairs may also be used where appropriate.

Lunchtime supervision

It is important that welfare staff:

- Are included in behaviour management training
- Take over responsibility for pupils at lunchtime
- Have access to rewards
- Are offered training / support in the development of personal assertiveness
- Have a clear job description
- Share information with teachers about pupils via CPOMS; this should not be discussed further with colleagues within school or taken into the wider community

What happens when bullying takes place?

- Immediate action will remind all pupils that bullying behaviour is unacceptable and will not be tolerated
- Staff will engage in discussion with those involved to establish what has happened
- Ensure the victim of bullying feels heard and empowered - ensure that responses to bullying challenge and change the bullying behaviour, not try to change the child being bullied.
- The focus on any strategy will be to change the behaviour of the children who bully and any groups who encourage bullying.
- We recognise that children who display bullying behaviour need help and guidance. Sometimes bullies at school are victims elsewhere.
- Bullying will not be tolerated; however, because of our Christian foundation and ethos, any action we may take will always be carried out within a spirit of forgiveness and reconciliation.
- During and after the investigation of incident(s), each case will be recorded, actioned and monitored via the CPOMS system which is regularly viewed by the DSLs
- The DSLs are notified automatically of all instances of bullying, including racist or homophobic bullying.
- The CPOMS Log is reviewed by DSLs at the end of each half-term ensuring that evidence and potential patterns of bullying are effectively identified and proactive measures taken to avoid future occurrences. Also, if particular instances of bullying continue, the log will provide effective evidence should more serious sanctions be required, for example, reporting the matter to the police or the exclusion of the perpetrator. Some types of harassing or threatening behaviour, or communications, are a criminal offence (under, for example, the Protection from Harassment Act 1997; the Malicious Communications Act 1988 and the Communications Act 1988) For example, it is an offence for a person to send an electronic communication to another person with the intent to cause distress or anxiety, or a communication which is indecent or grossly offensive, a threat, or to send information which is false and believed to be false by the sender. If school have reason to believe any of the above to be the case, the Headteacher may deem it necessary to refer the matter to the Police.
- The government's Online Safety Act, which passed into law in October 2023, establishes a new regulatory regime for online safety, placing a new statutory duty of care on tech firms to protect users from harmful content on their services and from cyber-bullying, including limiting the spread of content that encourages suicide, and ensuring children are not exposed to inappropriate content.

What are our principles for dealing with bullying?

- Create an anti-bullying culture, underpinned by Christian and British values
- Take all bullying problems seriously, including informing parents. Parents should feel that when a complaint is made, it will be dealt with seriously and thoroughly.
- Report Incidents to Governors via the Headteacher's Report
- Investigate all incidents thoroughly and ensure that actions are completed and logged on CPOMs.
- Adults may use the whistleblowing procedure.
- Ensure that appropriate action is taken to prevent further incidents.

Links to other policies:

- RSE Policy
- Behaviour policy
- E-safety policy
- RE policy
- PHSE policy

Reviewed by the HT & Teaching Staff June 2024

Recommended for Ratification at Full Governors in the Autumn Meeting.