



All Saints CE (VC) First School

Policy on Anti-Bullying

Date: January 2016

Approved by: Full GB

Reviewed: January 2018

Reviewed: January 2020

Reviewed: January 2022

To be reviewed: January 2024

Aims and Objectives

At All Saints First School, Busy Bees Nursery and Kingfisher Club, genuine incidents of bullying and / or bullying behaviour will not be tolerated. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

All pupils have the right to learn in an environment free from intimidation and fear. We therefore aim, as a school, to produce a safe and secure environment where all can learn without anxiety, and measures are in place to reduce the likelihood of bullying.

Reports of bullying behaviour will be taken seriously and investigated thoroughly. This policy aims to produce a consistent school response to any bullying incidents that may occur. The needs of the perceived victim(s) of bullying are of the highest priority.

Statement of Principle

The values and ethos of All Saints First School, Busy Bees Nursery and Kingfisher Club, demand that all participants in school life show due respect, consideration and concern for each other. The aim of our school motto, 'Caring for each other, succeeding together', is to clearly demonstrate to all those connected with the school our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

All participants in the life of All Saints First School, Busy Bees Nursery and Kingfisher Club have the right to learn and teach in an environment without discrimination or threat to be able to fulfil their potential.

All members of the school community collectively strive to maintain the highest possible consideration and care for each other and proactively contribute to improving the positive ethos of the school where every member of the community is valued and respected.

Links with other policies

The content of this policy should be read in conjunction with the following school policies:

- Behaviour Policy
- Safeguarding Policy
- E-safety Policy
- Equal Opportunities Policy

The following external policies have been taken in to account to inform this policy:

- The Children's Act (1989)
- The Education and Inspections Act 2006
- The Equality Act 2010
- 'No Place for Bullying' - Ofsted June 2012
- Preventing and Tackling Bullying - advice for Headteachers, staff and governing bodies (DfE March 2014)
- Supporting Children who are Bullied Advice for Schools (DfE- March 2014)

Consultation Process

Alongside the consideration of relevant research documents and the statutory requirements placed on all schools the following processes and procedures have been exploited to shape and support this policy:

- Observations from parents during 2014-2015 linked to specific incidents
- Feedback from pupils through pupil voice
- Consultation with governors
- Consultation with staff
- Focus on 'RESPECT' through PSHE, 2014 - 2015

RESPONSIBILITIES OF ALL STAKEHOLDERS.

The role of governors

- The governing body supports the Headteacher in all attempts to eliminate bullying from our school. The governing body will not condone bullying at our school, and any incidents of bullying that do occur will be taken seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors through the termly Headteacher's Report any incidents of bullying and about the effectiveness of any school anti-bullying strategies used.
- A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the Headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the governing body.

The role of the Headteacher

- It is the responsibility of the Headteacher to implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying.
- The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request and is responsible for reporting annually to the Local Authority on the Governing Body's behalf.
- The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- The Headteacher ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Headteacher ensures that staff and pupils are safe when using the internet by ensuring that appropriate E-safety measures are in place and the current e-safety policy adhered to.

The Responsibilities of Staff

All staff will:

- Foster in our pupils self-esteem, self-respect and respect for others.
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Investigate suspected cases of bullying.
- Follow up any complaint by a parent about bullying and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with the agreed sanctions described in the Behaviour Policy.
- Deliver 'Anti-bullying messages' through PSHE sessions.

The Responsibilities of Pupils

We expect our pupils to:

- Refrain from becoming involved in any kind of bullying, even at the risk of incurring temporary unpopularity.
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.
- Pupils are encouraged to tell anybody they trust if they are being bullied.
- Pupils are invited to tell us their views about a range of school issues, including bullying, in the annual pupil questionnaire.
- Our School Council have opportunities to discuss anti-bullying.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Supporting the Behaviour Policy and the Anti-bullying Policy.
- Advising their children to report any bullying to their teacher or Headteacher and explain the implications of allowing the bullying to continue unchecked, for themselves and for other pupils.
- Advising their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken;
- Co-operating with the school, if their children are 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.

Procedures

Once an incident of bullying is reported it will be investigated by an appropriate adult. The results of this investigation will be discussed with relevant parties and the outcome reported to the Headteacher if she is not the investigating adult.

Whilst tackling bullying enjoys the highest priority at All Saints it is vital to establish whether or not any individual act of misbehaviour constitutes bullying or not and this is a decision made by the investigating teacher when all of the available evidence has been considered.

The investigating adult has to make a professional decision, based on the evidence available, in order to determine if any particular example of misbehaviour constitutes bullying or is in a different category of misdemeanour.

All reports of alleged bullying must be investigated on a case by case basis and dealt with by reference to the appropriate school policy. Where any pattern of misbehaviour emerges from an investigation of inappropriate behaviour the pupil(s) concerned and their parents will be informed.

As the consequences of bullying may be very significant both for the victim(s) and the perpetrator(s) it is important that there is an agreed definition of what constitutes bullying at All Saints.

Definition of Bullying

Bullying is any intentional behaviour, repeated over a period of time, that physically, verbally or indirectly hurts or injures another individual; that threatens or frightens; that is demoralising or humiliating.

Whilst it is impossible to describe every potential example of bullying or bullying behaviour what follows itemises the key features of bullying with some examples of the forms these might take in and around the school.

Bullying:

- Types of bullying include: bullying related to race, culture or religion; bullying related to SEN or disabilities; bullying related to appearance or health conditions; bullying related to sexual orientation; bullying of young carers or looked-after children or otherwise related to home circumstances; sexist or sexual bullying.
- Bullying can take place between pupils, between pupils and staff, or between staff. It can involve individuals or groups and be face-to-face, indirect or use a range of cyber-bullying methods.
- acts of aggression which cause embarrassment, pain or discomfort to another person;
- may take a variety of forms (physical / verbal / using gestures / extortion / exclusion);
- may be perpetrated physically or through social media and associated devices;
- is an abuse of power;
- may be perpetrated by an individual or by groups of pupils.

Examples of Bullying*

1. Physical violence such as hitting, pushing or spitting at another pupil.
2. Interfering with another pupil's possessions by stealing, hiding or damaging them.
3. Using offensive language when speaking to another pupil.
4. Teasing or spreading rumours about other pupils or their friends and families.
5. Belittling another pupil's achievements or abilities.
6. Writing offensive notes or graffiti about another pupil.
7. Deliberately excluding a pupil from a friendship group or group activity.
8. Ridiculing a pupil's appearance, mannerisms or way of speaking.
9. Misusing technology (internet or mobiles) to hurt and / or humiliate another person.

Professional Development of Staff

Dealing with behavioural issues and associated professional development is managed in the following ways:

- Informal discussions between staff
- Formal opportunities to raise issues at staff meetings
- Line management system
- Frequent communication between senior leaders through regular meetings
- CPD co-ordinator will arrange for additional training as necessary
- INSET

Monitoring and review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to governors on request about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility, and they review its effectiveness annually. They do this through discussion with the Headteacher. Governors analyse information for patterns of people, places or groups.

This policy will be reviewed in two years, or earlier if necessary.