



ANTI-BULLYING POLICY

Reviewed and revised April 2020

Signed: Chair of Governors

..... Headteacher

Next review: April 2023



Chesterton CE Primary School
Generosity Integrity Humility Compassion Respect Resilience

Anti-Bullying Policy

Aims

At Chesterton CE Primary School, we are committed to ensuring that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying of any kind is unacceptable in our school.

However, through this policy, we recognise that bullying will happen from time to time, which makes children's lives unhappy and hinders learning. As such, we aim to work to prevent bullying, and, where it does happen, ensure that the school's response is consistent and constructive.

Definition

Bullying is defined as: *Behaviour by an individual or a group, repeated over time, which intentionally hurts another person either physically or emotionally. It can often involve the misuse of power by an individual or group towards one or more people.*

Bullying can involve humiliation, domination, intimidation, victimisation, use of discriminatory language and all forms of harassment including that based on gender, ethnicity, disability or sexuality. Bullying of any form or for any reason can have long-term effects on those involved, including bystanders.

Types of Bullying

Bullying can take many forms, but typically includes the following types of behaviour:

- Physical – hitting, kicking, spitting, pinching, punching, scratching and taking or destruction of belongings.
- Verbal – name calling, insulting, threats, and offensive remarks.
- Indirect – spreading nasty stories about someone, exclusion from social groups, being made the subject of malicious rumours, sending abusive messages (incl. electronic) and abuse of any kind via social networking sites. Cyber bullying refers to bullying through information and communication technologies.

It is important to make the distinction between bullying and friends 'falling out' with each other. Falling out is an inevitable part of a child's life that they need to learn to cope with. A single incident involving conflict – aggression, intimidation or nastiness – is also *not* bullying. However, suspected peer on peer abuse will be taken seriously and should never be excused as banter or as a normal part of growing up. See Allegations Against Other Pupils (Peer on Peer Abuse) Policy for further details.

Prevention

At Chesterton, we use a variety of methods for helping children to prevent bullying through the explicit and implicit curriculum.

PSHCE lessons, class and whole school assemblies and circle times explicitly discuss behaviour and bullying and its impact; and help to support children in how to deal with bullying behaviour and when and how to seek support.

More implicitly, our school values of Generosity, Integrity, Humility, Compassion, Respect and Resilience; our classroom rules and the consistent approach to behaviour (See Behaviour Policy), promote good behaviour choices and encourage children to have respect for each other and for other people's property.

Staff regularly discuss behaviour with children and reinforce that they take instances of bullying very seriously. Staff highlight expectations of behaviour as a regular discussion both inside and outside the classroom. At all times (and particularly during playtimes and lunchtimes), staff are vigilant regarding the interaction and behaviours of individuals and groups of children. Staff reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings. One-off incidents of aggressive behaviour or use of discriminatory language will be dealt with in accordance with the wider Behaviour Policy.

Response

Should incidents of bullying occur, they will be dealt with according to the following protocol:

- All children's and parents' concerns around bullying are taken seriously.
- Allegations of bullying will be investigated, talking separately with all children involved and staff members who may have dealt with incidents.
- If an allegation of bullying is substantiated, or staff believe that behaviour may be indicative of or lead to bullying, then they should report immediately to a member of the Senior Leadership Team, who will ask them to fill in a School Behaviour Incident Form (Appendix 1), indicating that bullying is believed to have taken place. This form should be copied to the class teacher(s) of all children involved, to the parents of the perpetrator and to the Headteacher.
- If parents report incidents not witnessed or reported at the time in school, a note is made of it on a parental contact form (copies to Head and class teachers), further investigation will be carried out if possible and staff are alerted to be watchful of the situation.

Staff should not report an incident as 'bullying' just because children or other adults have chosen to describe it as such. Behaviour not characterised as described above, but serious enough to warrant recording should be reported on the usual Behaviour Incident Form and review of these will allow patterns to emerge should bullying have initially gone undetected.

- Those who bully will be subject to sanctions in line with the school's Behaviour Policy and the targets of bullying will receive support from identified members of staff.
- Adult mediation may be used between the child being bullied and the child doing the bullying to discuss what has happened and how this made the children feel.
- The target of bullying will be assured that they should immediately report any future incidents and know they will be listened to.
- The perpetrator of the bullying may also be offered support. There are often underlying reasons why a child displays bullying behaviour and acts in this way, and these need to be addressed.
- We will ensure extra supervision and monitoring of the children's behaviour following incidents to check that all is well.
- Parents of both 'parties' will be kept informed of outcomes of investigations and kept 'in touch' until it is felt there is no longer a risk of bullying. However, parents of the aggrieved party/parties, may not need to be made aware of all sanctions/follow-up actions regarding the perpetrator.

- In extreme cases, the school may involve external behaviour support services, the LA Anti-Bullying Co-ordinator or the Educational Psychology service.
- The school also reserves the right to exclude children whose behaviour remains wholly unacceptable – withdrawal of playtime privileges, withholding participation in school activities (e.g. trips or sporting fixtures), fixed term or permanent exclusion.

Involvement of the School Community

It is recognised that Bullying has an impact on the wider school community including children who witness such behaviour, staff and parents.

Governors regularly welcome parents and carers' views around behaviour and bullying via parental questionnaires.

Our ***Anti-Bullying Leaflet for Parents*** outlines this policy and provides information on identifying the signs of bullying, how to support their child, how to contact the school and how we will respond to bullying. It also signposts parents to further sources of information and support. (Appendix 2)

Bullying Outside School and Cyber-Bullying

This policy relates to children's behaviour when in school, when supervised by staff outside school (e.g. when on school trips or at sports fixtures) and when in extended school services, including breakfast or after school clubs.

However, the rapid development of, and widespread access to, technology has provided a new medium for bullying behaviour, which can occur in or outside school. Cyber-bullying is a different form of bullying and can happen at all times of the day, with a potentially bigger audience, and more accessories as people forward on content at a click.

At Chesterton, the issue of cyber bullying is explicitly tackled in an annual internet safety week, as well as forming part of the Computing curriculum; however, we recognise that this is a fast developing area and that we need to remain vigilant.

The DfE outlines the specific statutory power, held by headteachers, to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives head teachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises (e.g. on the journey to or from school) and can be seen as of particular value when dealing with cyber bullying.

If members of the school community are involved in cyber-bullying against pupils, for example:

- Sending abusive or threatening email or text messages
- Posting malicious or abusive comments on a social media site
- Filming or passing on inappropriate material via mobile phone

then the headteacher does have the power 'to such an extent as it is reasonable to regulate the behaviour of pupils when they are off the school site', which could mean using any of the sanctions as given above or involving external agencies such as the police or anti-social behaviour co-ordinator as appropriate.

It should be noted that dealing with other issues of bullying outside school or school time (when parents and carers are responsible for their own children's behaviour) poses many problems for headteachers, and will only be considered where actions impact directly upon relationships and learning in school. More commonly, parents/carers will be made aware in the first instance to allow them to address the situation themselves.

Vulnerable Children and Bullying

We recognise that children regarded as vulnerable due to their home situation, disability, communication difficulty etc., are often more likely to be targets of bullying behaviour. As such, children identified as 'vulnerable', via our child safeguarding procedures each term (see Safeguarding Children Policy) are monitored more closely by staff, especially during playtimes or lunchtimes.

Bullying and School Staff

Bullying of staff by other staff members or members of the public is covered by the LA Dignity at Work Policy. Bullying of children by staff is a form of abuse and covered by the school Safeguarding Children Policy and the Whistleblowing Policy.

Monitoring and Review

Chesterton's Anti-bullying Policy is monitored on a regular basis by the SLT, who report to the governors about its implementation and effectiveness. Governors are kept informed about incidents of bullying in school via the Headteacher's Report which will include reference to any Incident Forms completed and by the Annual Safeguarding Report to Governors.

This policy will be reviewed once every three years, but also if and when incidents occur that suggest the need for review.

This policy only works if it ensures that the whole school community understands that bullying is not tolerated and understands the steps that will be taken to both prevent and respond to bullying. This policy also needs to be read in conjunction with the following policies:

- Safeguarding Policy
- Managing Allegations Against Other Pupils Policy
- Behaviour Policy
- PSCHE Policy
- SEN Policy
- Equalities Policy and Plan
- Confidentiality Policy
- Dignity at Work Policy
- Whistleblowing Policy
- E-safety Policy