

South Baddesley CE Primary School: Anti-Bullying Policy

At South Baddesley CE Primary School, we hold our Christian Value of kindness firmly at the root of all school life, interactions and policies.

Our school is a place where every person has the right to be themselves; to be included and to learn in a safe and happy environment. Everyone at our school is equal and treats each other with respect and kindness.

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, harassment or discrimination. We actively promote values of respect and equality and work to ensure that difference and diversity is celebrated across the whole school community.

We want to enable our pupils to become responsible citizens and to prepare them for life in 21st Century 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.

This policy relates to the SBS policies for:

- ✓ Safeguarding
- ✓ Behaviour
- ✓ Staff Code of Conduct
- ✓ Whistleblowing
- ✓ Acceptable use of IT and Online Safety
- ✓ Curriculum
- ✓ Equality and Diversity
- ✓ RE

Definition of bullying

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 other social media to write or say hurtful things about someone.

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 conditions
- ✓ Related to home or other personal situation.
- ✓ Related to another vulnerable group of people, such as Young Carers.

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

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 a friend who in turn can help them tell a teacher.
- ✓ Tell any other adult staff in school – such as lunchtime supervisors, Teaching Assistants or the school office.
- ✓ Tell an adult at home.
- ✓ Call ChildLine to speak with someone in confidence on 0800 1111

Reporting – roles and responsibilities

STAFF: All school staff, both teaching and non-teaching 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.

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 child 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.

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 victim and, if possible, help them to tell a trusted adult.

Responding to bullying

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

- ✓ Staff will record the bullying on an incident reporting form and also record the incident centrally on Arbor - selecting the description 'bullying.'
- ✓ Designated school staff who are part of the pastoral team will work alongside the headteacher to monitor incident reporting forms and information recorded on, analysing and evaluating the results.
- ✓ The Head teacher will report to the governing body.
- ✓ Pastoral 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.
- ✓ Pastoral staff will pro-actively respond to the bully who may also require support. They will discuss with the target's class teacher to devise a plan of action.
- ✓ A member of the SBS team will contact parents or carers and where necessary involve them in any plans of action.

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 weekends or during the holidays, or in the wider community.

The nature of cyber bullying in particular means that it can impact pupils' 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.

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 reported on Arbor - RED card incident, and follow up actions and consequences, if appropriate, will be taken for pupils and staff found using any such language.

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 attitudes, beliefs or views towards a protected characteristic or 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-bullying interventions.

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.
- ✓ A whole school anti-bullying charter (from September 2023).
- ✓ The PSHE programme of study includes opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying.
- ✓ Difference and diversity are celebrated throughout the curriculum.
- ✓ Stereotypes are challenged by staff and pupils across the school.

- ✓ Restorative justice programmes and the use of the Narrative Approach to resolve conflict or provide support to targets of bullying and those who show bullying behaviour.
- ✓ A selection of resources, including books to help children explore and understand the concept of bullying. Appendix one: Booklist
- ✓ Specially created quiet spaces at break times, including the Log Cabin.
- ✓ Some pupil-friendly suggestions for managing bullying (appendix two)

Training

The head teacher is responsible for ensuring that all school staff, both teaching and non-teaching staff, receive regular training on all aspects of the anti-bullying policy.

Monitoring and reviewing

The head teacher is responsible for reporting to the governing body (and the local authority 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, in consultation with the whole school community including staff, pupils, parents, carers and governors.

Date of review: September 2023

Date of review: September 2024

South Baddesley CE Primary School: Child-Friendly Anti-Bullying Policy

In this school our **kindness** is very important because it helps us to learn and play together in harmony.

Our school Behaviour Policy and Class Charters help us to know what kindness looks and feels like so that we know what actions we should take.

This school is a place where everyone has the right to be themselves. It's a place where everyone can feel safe, be happy and learn. Everyone at our school is equal and acts with respect and kindness towards each other. We want our school to be a bully-free place. We have An SBS Anti-Bullying Charter to help us avoid bullying. We also have books we can read to help us understand more about what bullying is and how we can make our school bullying free.

What is bullying?

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.

It is helpful to remember that bullying is

SEVERAL TIMES ON PURPOSE



- Hitting or saying you are going to hit someone.
- Touching someone when they don't want to be touched.
- Calling someone names, teasing, using rude language or saying unkind things about someone to them or other people.
- Taking or damaging someone else's belongings.
- Sending hurtful or unkind texts, emails or online messages to someone or about someone.



Thinking someone is different to you and not equal to you.

For example, bullying could be about: race or ethnicity, Religion or belief, family or culture, gender, Special Educational Needs, what someone looks like or where someone lives.



If someone is being hurtful or unkind to you several times on purpose, for whatever reason, whether it is about you or your family or friends, that is bullying. No one should be picked on for being different in anyway, for how they act, what they look like or who their family are.

Why does bullying happen?

Although bullying doesn't happen much at our school, it might happen. Bullies can be older than you, younger than you, bigger than you or even smaller than you. Bullies pick on people who may be different in some way and they try to make the person feel worse about this. **If you are being bullied, remember it is never your fault.**

Where does bullying happen?



What should I do if I think someone is being bullied?

- Talk to the person and ask if they are ok?
- If you feel the person is being bullied, ask if you can help by talking to a teacher or another trusted adult.
- Tell an adult if you are worried for someone and you think they need some help.

What should I do if I am being bullied?

If you are being bullied it is really important that you tell someone that you trust. Tell an adult or a friend, either at home or school. If you have already told an adult about bullying, you can still tell them again.

Telling an adult will never make bullying worse. The adult will talk to you and the bully and find a way to stop the bullying happening.

You can:

- Tell any adult in school.
- Tell an adult at home.
- You can write a note or draw a picture about the bullying and give it to an adult.
- You can use Childline at any time and they will help you know what to do: 0800 1111

Appendix One:

Anti-Bullying Booklist, July 2023

Peggy the Always Sorry Penguin

Today I'm Strong

How to Be a Lion

DandyLion

My Footprints

Speak Up

Splash

Appendix two

10 practical strategies to stop bullying

As advised and elaborated by Dr Emily Lovegrove in her book “Help! I’m being bullied”

1. Bullying?

Is it teasing or bullying? It doesn’t matter – if it distresses someone, it needs sorting out.

2. Stop and think

What do you want to be the outcome of this sorting out? Scoring points or something positive?

3. Self-motto

Changing a negative to a positive self-motto raises self esteem and affects how others respond.

4. Other-motto

Including positive feelings about others also raises self-esteem. It reminds you that you have the power to change your feelings and it affects how others respond.

5. Distraction

In a no-win situation try to ignore what has been said or done by someone, but not ignore them. Talk about something different.

6. Humour

Being able to laugh at yourself now and again can help the situation. Sarcasm is not helpful.

7. Friends

We all need them. We are less likely to be picked on when with friends and they support us when we are down. Making friends takes practice.

8. Appearance

How we look matters to us. We need to feel we fit in. We need to look as if we treat ourselves with respect.

9. Flattery

People usually like a sincere compliment. People who bully often feel insecure in some way, so saying something nice to them gives them positive attention and makes them feel better.

10. Reward

It can be tiring using the positive personal power required to address the negative power of bullying, so reward yourself for all your positive effort. Give yourself treats which give you energy e.g. good food, exercise and sleep.

