



## **Anti-Bullying Policy**

### **Introduction**

In order to achieve, ALL pupils need to feel safe, settled, valued and know that they belong. It is recognised that when bullying is a problem, it needs to be addressed effectively.

All children have the right to feel safe and secure in school. Bullying is unacceptable and all reports of bullying are recorded and taken seriously.

We have a commitment to providing a caring, friendly, and safe environment for pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, pupils are encouraged to let an adult in school know that they are being bullied or are aware of incidents of bullying happening to others, and pupils know that incidents will be dealt with promptly and effectively.

### **What Is Bullying?**

'Bullying' is repeated intimidating behaviour that causes physical or psychological distress.

Bullying can take many forms, but it is suggested that the main types are:

- Physical - Hitting, kicking, and taking belongings or any use of violence.
- Verbal - Name-calling, insults, racist remarks, or remarks about sexual orientation.
- Indirect - Spreading nasty stories about someone or excluding them from groups of friends.
- Cyber - All areas of internet, such as email and internet chat room misuse. Mobile threats by text messaging and calls. Misuse of associated technology, i.e. camera and video facilities.
- Peer on Peer Abuse - Any form of physical, sexual, emotional and financial abuse, and coercive control. exercised between children, and within children's. relationships (both intimate and non-intimate), friendships, and wider peer associations

### **It is important to respond to bullying because ...**

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of

behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences, or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or persistent absenteeism from school. We encourage all our pupils to report their concerns relating to allegations of bullying to an adult in the school.

School staff are alert to signs of bullying and act promptly and firmly against it in accordance with the school policy.

### **What isn't Bullying?**

The federation recognises that disagreements between individuals are inevitable and that a crucial life skill is learning to resolve such conflicts. When they occur, such one-off events will be used as a means to develop children's personal, social, cultural, moral and spiritual understanding. However, the incident will only be regarded as bullying if it conforms to the above definition.

### **Statutory Duty**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### **Implementation**

The following steps may be taken when dealing with incidents:

- If bullying is suspected or reported, the incident is normally dealt with by a senior member of staff.
- An account of the incident should be recorded on CPOMS.
- A senior leader will interview all concerned if deemed necessary and will record the investigation on CPOMS.
- Parents will be informed where clear instances of bullying are established.
- Consequences may be imposed in accordance with the federations 'Good Behaviour Policy'.

### **Pupils**

Pupils who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a senior member of staff.
- Reassuring the pupil.
- Offering continuous support.
- Restoring self-esteem and confidence.

- Put appropriate measures in place to help prevent further incidents occurring.

Pupils who have bullied will be helped by:

- Discussing what happened and why.
- Establishing how to change their behaviour for the future
- Informing parents or guardians so that they can help establish a climate for changing the attitude of the pupil.

Pupils' awareness of the nature and the impact of bullying are raised through our PSHE/RSHE curriculum and through assemblies and whole school events. We also respond one-off incidents in school such as cyber bullying by delivering additional e-safety lessons, assemblies, discussions with pupils and the involvement of outside agencies such as the Stay Safe Partnership. We also involve families in this and deliver workshops and meetings for the wider school community.

### **PREVENT: The issue of radicalisation**

The Counter-Terrorism and Security Act 2015, places a legal responsibility on schools to take every effort to protect members of their community from the threat of radicalisation. The school will also seek advice and support from the PREVENT team when concerns regarding pupil radicalisation arise.

### **Staff training and information**

The federation recognises that it has a responsibility to provide safeguarding training to staff on the issue of radicalisation to ensure that staff remain vigilant and informed on the issue. It will also ensure staff are aware of how to respond appropriately if concerned about the possible radicalisation of a pupil.

**Reviewed:** March 2022

**Date of the next review:** March 2024

Signed:

Signed:

Mrs CV Collett  
Executive Headteacher

Mrs J Powell  
Chair of Governors