



St Nicholas CE Primary School

'Laying firm foundations to believe and achieve.'



Anti-bullying Policy

Date:	11/1/2024
Review:	January 2025



Respect



Honesty



Courage



Kindness

Definition

Bullying is an act of **repeated** aggressive behaviour in order to intentionally hurt another person, physically or mentally. Bullying is characterised by an individual behaving in a certain way to gain power over another person. (Ducharme 2010).

This policy refers to all forms of bullying - this includes bullying relating to race, religion and culture, homophobic bullying, bullying related to special educational needs and disabilities, sexist and sexual bullying and the use of cyber technology to bully.

Bullying will not be accepted or condoned at St Nicholas CE Primary School. All staff will be proactive in the prevention of bullying and all forms of bullying will be addressed.

Bullying can include:

Physical pushing, kicking, hitting, pinching etc. Name-calling, sarcasm, spreading rumours, persistent teasing and emotional torment through ridicule, humiliation, and the continual ignoring of individuals. Racial taunts, graffiti, gestures, sexual comments, and/or suggestions and unwanted physical contact.

It is important to recognise that bullying is **not** the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is carried out several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise it is not classed as bullying; however it is still important to recognise that this behaviour is upsetting and not acceptable. Such incidents will be dealt appropriately by class teachers in line with our PSHE and behaviour policies.

Aims

The aims of our anti-bullying policy are as follows:

- To fulfil our statutory responsibility to respect the rights of children and to safeguard and promote their welfare by being proactive in preventing bullying.
- To create an ethos in which attending our school is a positive experience where all members of our community feel safe.
- To constantly promote the school's Christian values of Respect, Honesty, Courage and Kindness.
- To make it clear that all forms of bullying are unacceptable at our school.
- To encourage pupils to report incidents of bullying, including cyber bullying.
- To ensure all members of staff deal with **every** incident of bullying as quickly and as effectively as possible, taking into consideration the needs of all parties and of our community, and, as a result, to reduce the incidents of bullying.
- To support and protect victims of bullying and ensure they are listened to.
- To help and support children/young people displaying bullying behaviour to change their attitudes and understand why it needs to change.

- To monitor and record incidents of bullying on a regular basis using CPOMS and make amendments to the Behaviour Policy and Anti-Bullying Policy as necessary.
- To liaise with parents and other appropriate members of our community.
- To work with outside agencies including Community Police Officers in order to raise awareness of bullying and empower individuals to respond and resolve issues proactively.
- To ensure all members of our community feel responsible for helping to reduce bullying.

Reporting incidents of bullying: Advice for parents/carers.

All staff members at St Nicholas School are committed to working in partnership with parents and believe that the best outcomes emerge when professionals and parents/carers are able to work together.

All concerns about potential bullying should be communicated to the class teacher at the earliest opportunity. All expressions of concern will be taken seriously and investigated thoroughly. An incident sheet will be completed that is comprehensive and includes witness statements from all parties involved. The Head of School or member of the Senior Leadership Team will be informed of the incident immediately. Parents of all children involved will be contacted to discuss actions that need to be in place to ensure there are no further incidents of bullying. Sanctions where appropriate will be put in place in line with the school's Behaviour Policy. Parents will be invited to attend a Review Meeting at a mutually convenient time to discuss successful outcomes of the agreed actions and sanctions and identify any further action points that need to be implemented.

The role of the Governing Body

The governing body will not condone any form of bullying in our school and any incidents of bullying will be taken very seriously and dealt with appropriately.

Governors have a duty to:

- Support the Head of School in promoting anti-bullying strategies to eliminate all forms of bullying in school.
- Monitor any incidents of bullying that do occur and review the effectiveness of this policy regularly; suggesting changes where needed
- Ensure that the Head of School keeps accurate records of all incidents of bullying and reports to the governing body on request about the effectiveness of the school's anti-bullying strategies.
- Review this policy fully every year and assess its implementation and effectiveness.

LINKS WITH OTHER SCHOOL POLICIES AND PRACTICES

This Policy links with a number of other school policies, procedures and plans including:

- Behaviour Policy
- Complaints Policy
- Safeguarding Policy
- Equalities Policy
- Online Safety and Acceptable Use Policies (AUPs)
- Curriculum Policies such as PSHE, RE and ICT

LINKS TO LEGISLATION AND GUIDANCE

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying as well as criminal law. These include:

- The Education and Inspection Act 2006, 2011
- Keeping Children Safe in Education 2016
- Valuing All God's Children 2014 Church of England
- Preventing and Tackling Bullying 2014 DfE
- Bullying and The Law 2014 Anti-Bullying Alliance
- The Equality Act 2010
- The Children Act 2004

SUPPORTING ORGANISATIONS

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Beat Bullying: www.beatbullying.org
- Childline: www.childline.org.uk
- DfE: "Preventing and Tackling Bullying. Advice for Head of Schools, staff and governing bodies", and "Supporting children and young people who are bullied: advice for schools" October 2014:
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: "No health without mental health":
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk

- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk
- Young Carers: www.youngcarers.net

Cyberbullying

- Childnet International: www.childnet.com
- Digizen: www.digizen.org
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk

LGBTQ

- EACH: www.eachaction.org.uk
- Pace: www.pacehealth.org.uk
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk
- The Church of England guidance in 'Valuing All God's Children' - https://www.churchofengland.org/sites/default/files/2017-11/Valuing%20All%20God%27s%20Children%27s%20Report_0.pdf

SEND

Changing Faces: www.changingfaces.org.uk Mencap:

www.mencap.org.uk

DfE: SEND code of practice: <https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

Racism and Hate

Anne Frank Trust: www.annefrank.org.uk Kick it

Out: www.kickitout.org

Report it: www.report-it.org.uk

Stop Hate: www.stophateuk.org / Show Racism the Red Card:
www.srtrc.org/educational

APPENDIX A

Information for All STAFF

Advice on when reacting to a specific incident

Before recording an incident, it may be useful for staff to consider the following:

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure that the child has not had at least partial joint responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in the child's behaviour?

Although incidents may not be bullying, they should always be followed up thoroughly in school and dealt with appropriately with timeliness and sensitivity.

All incidents of bullying (as defined in our policy) will be recorded by the school.

The Head of School or member of the SLT will take responsibility for ensuring that the incident is properly recorded and that the record is updated as necessary throughout an investigation.

Parents/carers of all children/young people involved will be informed of what has happened, and how it has been dealt with.

All discussions and actions relating to the incident/investigation must be documented.

APPENDIX B ADDITIONAL INFORMATION FOR PARENTS

Whenever a bullying incident is discovered, we will go through a number of steps. The exact nature of each step will be adapted to suit the nature and severity of the incident, and the response of those involved.

Before progressing it may be useful for parents/carers to consider the following:-

- Has the incident with the same person or people occurred several times within a reasonably short period of time?
- Is it a disagreement or the result of play which has got out of hand?
- Is it a 'falling out of friends' matter?
- Are you sure your child has not had at least partial responsibility for the incident?
- Can you recognise a pattern to the incidents?
- Have you noticed any change in your child's behaviour?
- (Although incidents may not be bullying they should always be followed up thoroughly in the school and dealt with appropriately.)

When a bullying incident has come to the attention of St Nicholas Primary School, it will always be taken seriously, investigated and actioned. However, we cannot report back to the parent/carer of any child except their own.

St Nicholas CE Primary School staff will:

- Talk the incident through with all parties involved
- Record the incident and any actions thoroughly on an Incident Sheet
- Support the person who has been bullied to express their feelings
- Support the person displaying the bullying behaviour to express their feelings and identify strategies for modifying behaviour
- Discuss which rule(s) have been broken
- Discuss strategies for making amends
- Consider the involvement of outside agencies where necessary
- Ensure all staff are aware of the incident and are actively monitor the situation at break time, lunch time and lesson times

Actions will be in line with our behaviour policy, and may include:

- Withdrawal of a privilege for a limited period of time
- Writing a letter of apology
- Missing part or all of break and lunch times
- Internal exclusion (working in isolation and staying in at break and lunch times) as a consequence to more serious incidents
- Exclusion (fixed term or permanent) in extremely serious circumstances



APPENDIX C

Incident Sheet

Name(s): _____

Date: _____ Time: _____

Place: _____ Teacher / T.A./ supervisor: _____

Outline of incident:

Action taken:

Parents informed? yes /no

Class teacher informed? yes / no

Meeting date with parents: _____

Signed: _____ Date: _____

Head of School: _____ Date: _____