

**SELATTYN CHURCH OF ENGLAND
PRIMARY SCHOOL**



**ANTI BULLYING POLICY
SEPTEMBER 2019**

REVIEW SEPTEMBER 2020

SELATTYN C.OF E. PRIMARY SCHOOL

SEPTEMBER 2019 - 2020



Anti-bullying policy framework

Taking into account the following documents:

- ***Preventing and Tackling Bullying Advice for Head Teachers, Staff and Governing Bodies [DFE-00160-2017]***
- ***Cyber bullying: advice for Headteachers and school staff [DFE-00652-2014]***
- ***Working Together to Safeguard Children 2018***
- ***Keeping Children Safe in Education 2018***
- ***Shropshire Children's Trust [SCT] and Safeguarding Children Board [SSCB] Anti-Bullying Charter***
- ***SSCB Child Protection Procedures 2019***

Context

Bullying takes place in schools as it does in other work places.

The aim of the anti-bullying policy is to ensure that pupils in this school learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at this school.

Bullying is defined as:

- behaviour by an individual or group, usually repeated over time, that intentionally hurts another individual or group either physically or emotionally.

Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter 2014

Bullying can be related to:

- race, religion or culture
- special educational needs or disabilities
- appearance or health conditions
- sexual orientation, sexist or sexual bullying
- young carers or looked-after children or otherwise related to home circumstances
- verbal (name calling, sexist, racist and homophobic remarks, and other discriminatory language)
- indirect (cyber bullying, spreading rumours, excluding someone from social groups)
- Radicalisation and Extremeism

Bullying includes:

- name-calling, taunting, mocking, making offensive comments, kicking, hitting, pushing or taking belongings
- inappropriate text messaging and emailing, sending offensive or degrading images by phone or via the internet
- producing offensive graffiti
- gossiping, excluding people from groups, and spreading hurtful and untruthful rumours.

Although sometimes occurring between two individuals in isolation, bullying quite often takes place in the presence of others, for example, between pupils, between pupils and staff, or between staff; by individuals or groups; face to face, indirectly or using a range of methods.

Pupils being bullied may demonstrate emotional and/or behaviour problems including signs of depression, physical problems such as headaches and stomach pains, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school.

Pupils are encouraged to report bullying in this school by :

- PSHE Sessions
- Collective Worship Sessions
- Posters and Charters done by pupils
- Healthy Schools Work
- Safer Schools Work
- Through discussion work
- Through School Council Work
- Working within our School's Christian Family Ethos Policy

Parents are informed of the school's stance on anti-bullying, its definition of bullying and how parents and the school can work together through the prospectus and through the School's Mission and Ethos Statements. Also through induction evenings, the policies on the school website, curriculum and healthy schools based work, adopting and displaying the Anti-Bullying Charter

All school staff must be alert to the signs of bullying and act promptly, sensitively and effectively against it in accordance with school policy. There is no "hierarchy" of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. This is the case even where incidents occur outside the school premises [*The Education Act 2006 gives headteachers the power to discipline pupils even where incidents of bad behavior take place outside school premises and when the pupils are beyond the lawful control of school staff*]

This policy is linked directly to the following policies:

Behaviour Policy

Child Protection Policy

Confidentiality Policy/statement

Equal Opportunities [*Race Equality, Disability Equality, SEN policies, additional policies related to protected characteristics under the Equality Act 2010*]

PSHE policy.

Aims of this Policy

The aims of the school's anti-bullying strategies and intervention systems are to:

prevent, de-escalate and/or stop any continuation of harmful behaviour in line with the Behaviour Policy

react to bullying incidents in a reasonable, proportionate and consistent way

safeguard those pupils who have experienced bullying and those who have been involved in the act of bullying, and to trigger actions to support these pupils.

Roles and responsibilities

The role of the Governing body

Governors have the responsibility to ensure that the anti-bullying policy is in place, that it reflects school's values and practice, and is reviewed annually.

The governors should agree the principles of Shropshire Children's Trust and Safeguarding Children Board Anti-Bullying Charter and ensure this is clearly displayed in the school

The governing body must make, and from time to time review, a written statement of general principles to guide the head teacher in determining measures to promote good behaviour.

Governors are informed of, and monitor, the numbers of incidents and steps the headteacher and staff have taken to deal with these.

Governors will ensure there is a Senior Designated Lead for Child Protection leading on bullying related to radicalisation and extremism.

The role of the head teacher and staff

1. Policy and procedures

- There is a senior member of staff who leads on anti-bullying:

Name: Claire Morgan role: Headteacher

- All staff are made aware of this policy and its clear links to other key policies.
- The following steps will be taken by staff when dealing with incidents:
 - if bullying is suspected or reported, the incident will be taken seriously and appropriate first steps are taken promptly by the member of staff who has been approached
 - each incident will be investigated thoroughly, sensitively and effectively
 - a clear account of the incident, actions taken and review date will be recorded, given to the head teacher and kept in the office so incidents can be monitored.
 - relevant staff will be kept informed and if the bullying persists they will record this and inform the head teacher, and appropriate further action is taken.
 - parents/carers will be kept informed appropriately.
 - appropriate rewards and sanctions in line with the school's Behaviour Policy will be used to support the improvement of pupils' behavior
 - the school will inform the Local Authority of any hate or prejudice related incident as part of the school's Public Sector Equality Duty under the Equality Act 2010 and in support of the Shropshire Tackling Hate Crime Initiative; a report form is available through the Shropshire Learning Gateway.

2. Pupil support

- Pupils who have been bullied will be supported as appropriate by:
 - having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
 - being reassured
 - being offered support
 - raising their self-esteem and confidence
 - being encouraged to report further issues
 - arranging a review date/time to discuss outcomes and appropriate follow-up
- Pupils who have bullied will be supported by:
 - having an immediate opportunity to discuss the incident(s) with an appropriate member of staff
 - establishing what behaviour was inappropriate and why the pupil became involved

- establishing clearly what behaviour needs to change, and how the school can support this change (linked to Behaviour Policy)
- informing parents/carers of agreed actions, and establishing how they can support
- arranging a review date/time to discuss outcomes and appropriate follow-up

3. Curriculum

- Pupils will have opportunities to develop their understanding of the nature of bullying, to explore their own and others attitudes to bullying and to develop the skills to deal with bullying through PSHE, other subject areas and through Collective Worship and assemblies and other school activities.
- The policy will be promoted and implemented throughout the school.

Monitoring, evaluation and review

- The school will review this policy annually and assess its implementation and effectiveness regularly.

This policy was reviewed by

- pupils
- staff
- parents/carers
- governors

Date of policy update: September 2019

Date to be reviewed: September 2020

Date Ratified by Governors: _____

Signed by:

Headteacher _____

Governor _____

Pupil _____

Parent _____