



Stanion C.E (Aided) Primary School

Anti-Bullying Policy

Our Vision - Love, Inspire, Flourish, Embrace – LIFE

The root of the ethos of Stanion Church of England Primary School is based on the two commandments in Saint Matthew's Gospel.

'Love the lord your God with all your heart, with all your soul, and with all your mind.'

'Love your neighbour as yourself'

Aim

At Stanion CE (Aided) Primary School, our Christian ethos promotes the importance of everyone knowing they are valued as an individual and developing a mutual esteem of others based on acceptance and trust.

We are committed to providing a safe and secure environment where all can learn without anxiety. Bullying of any kind is unacceptable at our school and will not be tolerated. It is wrong and it damages individuals. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. All pupils will be taught respect for themselves and for each other so that incidents involving bullying are rare.

Rationale

Bullying hurts. No one, be it adult or pupil deserves to be a victim of bullying. People who are bullying have to learn more appropriate ways of behaving. In our school, everybody has the right to be treated with respect and, therefore, we as a school have a responsibility to respond promptly to issues of bullying. By having an anti-bullying policy in place that pupils, parents, staff and governors have agreed to, we can fulfil our mission, vision and strategic aims. All members of the school community will be encouraged to take an active role in fostering a positive anti- bullying ethos within the school.

Definition

"Bullying is an action taken by one or more pupils or adults with the deliberate intention of hurting another pupil or adult either physically or emotionally."

We define bullying as the use of physical or verbal aggression with the intention of hurting another person. A bully uses power, be it physical, mental, verbal or by exerting influence against another person or persons. Bullying results in pain and distress to the victim. Bullying can be:

- emotional - by excluding, tormenting, ganging up
- physical - punching, kicking, hitting, biting, any use of violence, damage to belongings
- racial - racial taunts, graffiti, gestures
- sexist - because of or focussing on issues of gender
- sexual - unwanted physical contact or abusive comments, orientation
- verbal - threats, insults, nasty teasing, name-calling, sarcasm, spreading rumours

- relational - rumours, social exclusion
- religious
- cultural
- SEN or targeted towards those with disabilities
- based on appearance or health conditions
- related to home circumstance
- cyber bullying - sending abusive texts or emails; making offensive comments (and encouraging others to do so on Internet websites/chat rooms.)

This policy aims to produce a consistent school response to any bullying incidents that may occur. It must be noted though that the specific actions taken may vary depending on the nature of the bullying. i.e. physical direct bullying may require different sanctions and response to the victim to more indirect forms of bullying. See the behaviour policy for more specific guidance on sanctions.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

Signs and Symptoms

Display of any or more of the following may be indicators of bullying:

- being frightened of walking to or from school
- changing (pupil's) usual routine
- begging to be driven to school
- not wanting to come to school
- becoming anxious and withdrawn
- sudden bed wetting
- attempted or threatened suicide
- crying at night/nightmares
- feeling ill in the morning
- truanting
- beginning to do less well at school
- coming home with clothes / books damaged or missing
- having possessions go missing
- asking for or stealing money
- continually losing pocket money
- unexplained cuts and bruises
- coming home hungry (lunch going missing)
- becoming withdrawn / lacking in confidence
- becoming aggressive and unreasonable
- bullying other children or siblings
- giving improbable excuses to any of the above

Procedures When Bullying Occurs

Incidents of bullying, either seen by staff or reported to them, will be dealt with in accordance with the behaviour policy. With particular respect to bullying the following procedures apply:

1. All incidents of bullying must be reported to the Headteacher who will follow up the report by talking to the victim, the bully and any witnesses. All incidents will be recorded on the school's information management system. The bullying behaviour or threats of bullying will be

- investigated and stopped immediately. The Headteacher will talk to parents of the bully and the victim.
2. By the use of a range of strategies the bully/bullies will be helped to change their behaviour. Support will be offered to the victim.
 3. If the problem persists, (as in line with the behaviour policy), the bully may be excluded from school for a fixed term or even permanently.
 4. If necessary and appropriate, the police will be consulted.
 5. In the case of bullying behaviour towards another adult, a member of the Governing Body will be informed and possibly the Human Resources Department.
 6. Advice will be sought as to the best way to rectify bullying between adult parties.

Outcomes

1. The bully/bullies will be asked to genuinely apologise.
2. Parents will be informed. Exclusion may be considered. Incidents of bullying will be recorded in the pupil's personal folder and the school's information management system. All incidents will be reported to the Governing Body.
3. Wherever possible the parties will be reconciled.
4. After an incident has been investigated and dealt with, the situation will be monitored to ensure that repeated bullying does not take place.

Prevention

Pupils are encouraged to look after themselves and each other. To prevent incidents of bullying we:

- ask that all pupils and their parents sign and agree our Home School Agreement before they become part of our school
- positively teach circle time, RE and PSHCE to all classes including promotion of self-worth, friendship and feelings, dealing with bullying and reporting bullies
- devise sets of classroom rules to promote positive social behaviour
- supervise pupils at all times. Pupils should never be left unsupervised in classrooms or shared areas
- have named Designated Safeguarding Leads responsible for Safeguarding and regularly train staff in anti-bullying issues
- set a good example
- involve parents in themed anti-bullying days
- hold online safety workshops for children and parents

Possible Intervention Strategies

Below are a number of strategies that staff can suggest to pupils as a way of helping to deal with a bullying situation. They will have to be explained and in many cases will need to be practised, through role play and drama

N.B. Whatever strategies are tried, the member of staff MUST follow it up and check how effective (or not) it has been. Also they MUST still report the incident.

- **Be assertive not aggressive:** If the person being bullied acts in an aggressive way, then this can make the matter worse. Practise speaking in a positive manner can help, through role play scenarios
- **Call for help:** Ask for help from anyone around. This is where the "by-stander" intervention comes into place. Work to encourage all pupils to take an active part in helping others will be a part of the on-going work which will be carried out throughout the year. If outside school then draw the attention of any adult, e.g. a shopkeeper.

- **Escape:** Rehearse getting out of situations, without losing face and then talk to an appropriate person. If possible ask for “bystanders” to help you escape.
- **Saying NO:** Everyone can learn to do this but it does take practice. Remember though not to be aggressive. Rehearse this in groups.
- **Broken Record:** Choose a simple sentence and repeat it, e.g. “No I don’t want to”. Again this must be practised so that it can be said with confidence. A variation of this is to add another sentence to the “Broken Record”.
- **Walking away:** This is not quite the same as “Escape”. Practise in groups – “No I don’t want to”, and then walk away to the side. This is better than backing away.
- **Tell a responsible adult/friend:** This should be encouraged so that everyone can work together.

The above are some suggestions that can be tried. There are others such as avoiding places where bullying can take place or always staying with others. The more we can build up the self-esteem of the pupils, the more we will be able to help them cope with any incidences of bullying. Many people are bullied but are not damaged by it as they learn to cope. It is very important that these incidents are reported in the normal way.

Responsibilities

Governors are responsible for monitoring incidents of bullying that occur and reviewing the effectiveness of this policy, ensuring that staff are accountable to them for reporting and dealing with bullying issues. Governors will respond within ten days to any request for an investigation into an incident of bullying, from parents, pupils or staff. In all cases, the Governing Body will notify the Headteacher and ask for an investigation into the case and report back to a representative of the Governing Body.

The Headteacher is responsible for the implementation of this policy and for ensuring that procedures outlined are followed. They will ensure that all pupils know that bullying is wrong, and that it is unacceptable. They will ensure that all staff receive sufficient training to be equipped to deal with incidents of bullying. They will set the school climate of mutual support and praise for success, so making bullying less likely.

Staff are responsible for the well-being of pupils in their care and for following up incidents of bullying as outlined in this policy. Staff will attempt to support all pupils in their care, establishing a climate of trust and respect for all. By praising, rewarding and celebrating the success of all pupils, we aim to prevent incidents of bullying.

Pupils and parents are responsible for reporting incidents of bullying to staff immediately. Ours is a telling school. Pupils need to not feel in fear of recrimination should they tell. Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their pupils to be positive members of Stanion CE Primary School. We ask that parents help their pupils to understand the difference between a petty argument and bullying.

Working With Parents

Parents are encouraged into school and every effort is made to make them feel welcome. They are encouraged to discuss any concerns. We inform parents of our values through:

- Home School Agreement
- Newsletters
- Celebration assemblies
- School website
- Open Working Days

Equal Opportunities

This policy applies equally to all regardless of:
language, gender, social and ethnic origin, family composition, learning need, life style, physical attribute, sexuality

Cyber-bullying

The school actively promotes the safe use of the internet and other on-line communication such as mobile phones, e-mail or blogs. The school will not treat on-line behaviours differently and will have exactly the same expectations for appropriate behaviour.

Monitoring, Evaluation and Review

This policy is monitored on a day-to-day basis by the Headteacher, who reports to Governors about the effectiveness of the policy upon request. This policy is the Governors' responsibility and they review its effectiveness annually. Governors analyse information with regard to gender, age and ethnic background of all pupils/adults involved in bullying incidents.

Dissemination

This policy will be circulated to the following:

- Staff (teaching, support staff, lunchtime supervisors, premises staff)
- Governors
- Parents (displayed on the school website)

This Policy will be reviewed annually.

The governing body agreed this policy on Monday 25th March 2024

Policy Review Date – March 2025

Signed _____

Headteacher

Signed _____

Chair of Governors

