

Anti-bullying Policy

November 2021

Approved By: <i>Full Governing Board</i>	Date: <i>11th November 2021</i>
Next review Due by: <i>November 2022</i>	
Any signature required:	



All things are possible for those who believe. (Mark 9:23)
Learning together we grow in faith.

Anti-Bullying Policy

This policy is based on DfE guidance “Preventing and Tackling Bullying” July 2017 and supporting documents.

It also considers the DfE statutory guidance “Keeping Children Safe in Education” 2021 and “Sexual violence and sexual harassment between children in schools and colleges” guidance.

The setting has also read Childnet’s “Cyberbullying: Understand, Prevent and Respond: Guidance for Schools”.

Introduction

Bullying affects everyone, not just the bullies and victims. It also affects those other children who watch, and less aggressive children can be drawn in by group pressure. Bullying is not an inevitable part of school life or a necessary part of growing up, and it rarely sorts itself out. It is clear that certain jokes, insults, intimidating/threatening behaviour, written abuse, internet abuse and violence are to be found in our society. No one person or group, whether staff or children, should have to accept this type of behaviour. Only when all issues of bullying are addressed, will a child best be able to benefit from the opportunities available at the school.

Rationale

As a school, we take the effective prevention and management of bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. Bullying of any sort, by anyone will not be tolerated. The school will seek ways to counter the effects of bullying that may occur within school or in the local community. We are committed to providing a caring, friendly and safe environment for all our pupils and staff so they can learn and work in a relaxed and secure atmosphere. The ethos of our school fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this.

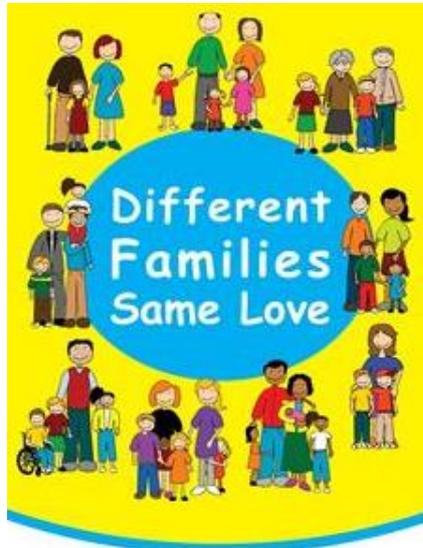
Why is an anti-bullying policy necessary?

At Little Heaton we believe that the children have the right to learn in a supportive, caring and safe environment without fear of being bullied. All institutions, both large and small, contain some numbers of children with the potential for bullying behaviour. School staff, through a safe recruitment process are screened and then monitored during an induction period to ensure they report any form of bullying occurring towards a child and or children. If a school has firm expectations of staff and children and rewards positive behaviours, it can minimise the occurrence of bullying. Little Heaton has a clear policy on the promotion of positive behaviour, therefore identifies bullying as a form of anti-social behaviour. It is WRONG and will not be tolerated. It is important therefore that Little Heaton has a clear written policy to promote this belief, where both children and parents/guardians are fully aware that bullying complaints will be dealt with firmly, fairly and promptly.

The school community has worked together to produce this Anti-bullying Policy which reflects both the Christian and British values our whole school ethos is based upon. This policy should be read in conjunction with the School’s Behaviour Policy, Safeguarding Policy, Equal Opportunities Policy, Single Equality and Community Cohesion Policy, Online Safety Policy Exclusion Policy, Whistleblowing Policy

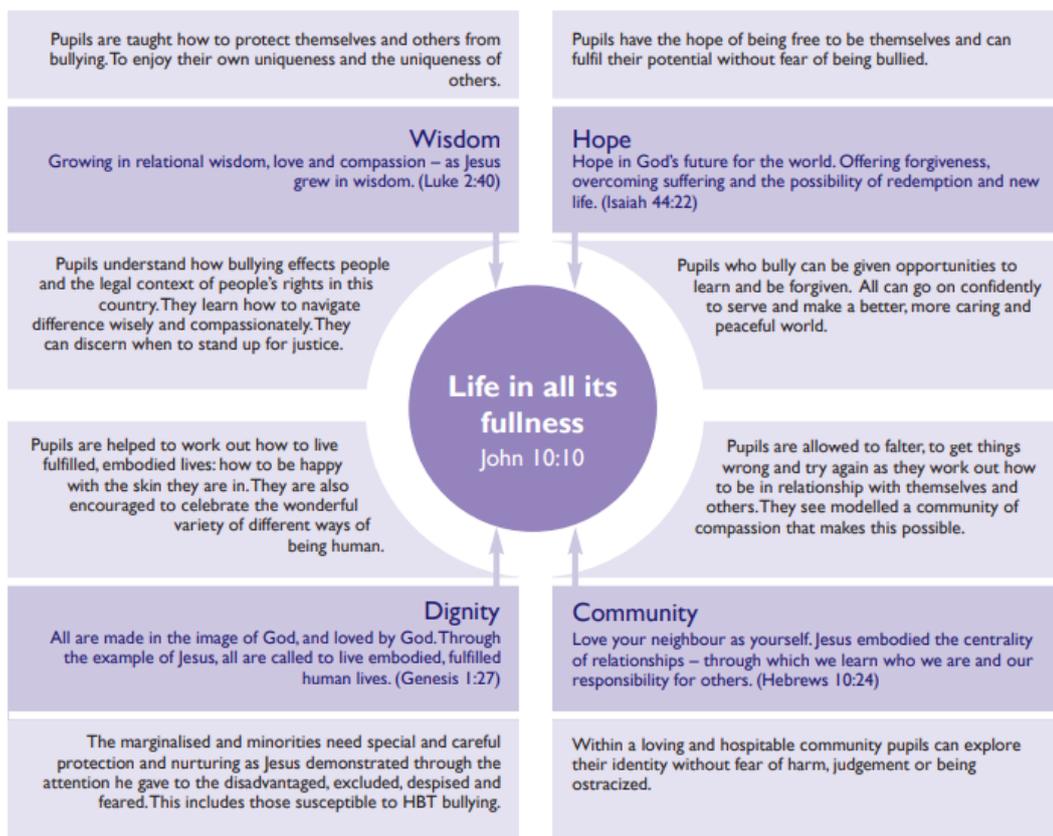
At Little Heaton we do not tolerate bullying of any kind. Any negative and or/threatening comments linked to race, religion, culture, gender, sexual orientation, physical disability, health

conditions or home circumstance will be investigated and reported to parents and the authority. Every person at Little Heaton is treated with respect and encouraged to be whom they want to be, celebrating and valuing diversity in our school family, local community and borough. We ensure our children understand that each family is different and love holds them together.



This policy also shows our commitment to tackling Homophobic, Biphobic and Transphobic bullying in our school. As a Church school we ensure that all children, particularly those who themselves may identify as, or are perceived to be, gay, lesbian, bisexual or transgender are kept safe and can flourish. **Valuing All God’s Children** is guidance written by the Church of England to support schools on challenging homophobic, biphobic and transphobic bullying to ensure they safeguarding pupils from bullying and educate them to live and become valued citizens in modern Britain.

How can Valuing All God’s Children be seen through the lens of the Church of England Vision for Education?



The aim of this Anti-Bullying Policy is for everyone in our School Community to work together to ensure that our school is a safe place for children and adults to be and everyone is clear on their role towards bullying.

- All governors, teaching and non-teaching staff, pupils and parents have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know where to find the school anti-bullying policy and follow it when bullying is reported.
- All pupils and parents know where to find the school anti-bullying policy (available on the website or a hard copy from the school office), so they understand what they should do if bullying arises.

All of us have encountered bullying at some point in our lives, but we all deal with it differently. The aim of this policy is to work together to ensure that school is a safe place for children and adults to be, whether the school community is directly or indirectly affected by bullying or not.

At Little Heaton CE Primary School bullying is: a repeated behaviour with intention to harm or humiliate where there is a power imbalance.

Bullying is on-going, deliberate behaviour that upsets the victim. It is behaviour that is targeted and selective and can be direct (physical or verbal) or indirect (e.g. being ignored or cyber bullying). It may be one person or a group and may include actions that are prejudice-based, discriminatory or sexual.

What Is Bullying?

Bullying can occur through several types of anti-social behaviour. An imbalance of power where children who bully use their power—such as physical strength, access to embarrassing information, or popularity—to control or harm others. Power imbalances can change over time and in different situations, even if they involve the same people.

Repetition: Bullying behaviours happen more than once or have the potential to happen more than once.

- physically hurting-hitting/pushing/tripping/spitting/pinching/biting
- teasing
- damaging or hiding personal property
- leaving people out
- spreading rumours
- intentionally embarrassing someone
- making threats to harm
- name calling or making rude hand gestures
- cyber bullying- doing any of the above through a mobile device or computer

Bullies may pick on children because-

- They may be smaller or weaker than their peers
- They may be larger than their peers or overweight/underweight
- They may lack confidence
- They may be able or hard working

- They may have special learning needs
- They may be from a minority racial group
- They may not conform to the peer group 'norm'
- They may have a good talent
- They may have material objects that others haven't
- They may be physically bigger and stronger than their victim
- They may be confident
- They may be less able and have a poor attitude to school
- They may enjoy conflict and aggression
- They may have been bullied themselves- so inflict bullying behaviour on others
- They may have little confidence and are trying to raise their self-esteem
- They may be trying to get attention
- They may have problems at home

Bullying results in pain and distress to the victim. Stopping violence and ensuring immediate physical safety is Little Heaton first priority but emotional bullying can be more damaging than physical; teachers and schools have to make their own judgements about each specific case. (See **Appendix 2** for a list of possible signs and symptoms a child who is being bullied may display)

In order for children to stand up to bullying we remind children to say STOP- which stands for 'Several Times On Purpose.' We also talk to them about what they can do if they are being bullied?

Remember that your silence is the bully's greatest weapon!

1. Tell yourself that you do not deserve to be bullied, and that it is WRONG!
2. Be proud of who you are. It is good to be an individual.
3. Try not to show that you are upset. It is hard but a bully thrives on someone's fear.
4. Stay with a group of friends/people. There is safety in numbers.
5. Be assertive – shout "No!" Walk away confidently. Go straight to a teacher or member of staff.
6. Fighting back may make things worse. If you decide to take action towards the bully talk to a teacher or parent/guardian first.
7. Generally it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with bullies in a way which will end the bullying and will not make things worse for you.

If you know someone is being bullied:

1. TAKE ACTION! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
2. If you feel you cannot stand up to the bully and tell them what they are doing is wrong then you must tell an adult.
3. Do not be, or pretend to be, friends with a bully.

As a parent-

1. Look for unusual behaviour in your child/ren. For example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their normal standard.
2. Always take an active role in your child's education. Enquire how their day has gone, who

they have spent their time with, how lunch time was spent etc.

3. If you feel your child may be a victim of bullying behaviour, inform the School IMMEDIATELY. Your complaint will be taken seriously and appropriate action will follow.

4. It is important that you advise your child not to fight back. It can make matters worse!

5. Tell your own son or daughter there is nothing wrong with him or her. It is not his or her fault that

they are being bullied.

Make sure your child is fully aware of the School Policy concerning bullying so they will not be afraid to ask for help. **Appendix 3** will help you to do this- A Child's Guide to Bullying.

Teach the strategies outlined in our policy:

- ***Don't bully back***

- ***Say "NO!" firmly***

- ***Say "GO AWAY!"***

- ***Say "I DON'T WANT TO GET INVOLVED!"***

- ***Walk away confidently and seek help***

As a school-

1. Little Heaton is organised in order to minimise opportunities for bullying, with clear procedures, practices in and around the school environment and adequate supervision at less-structured

times.

2. Opportunities are taken to discuss aspects of bullying, and the appropriate way to behave towards each other, e. g. part of the PSHE programme.

3. Issues are dealt with quickly, involving parents where necessary.

4. The School Policy and its success is reviewed regularly.

5. The School Staff are part of a firm but fair discipline structure. The rules are simple and few and easy to understand.

6. Teaching materials and equipment which may give a bad or negative view of any group because of their ethnic origin, sex, etc. is discouraged.

7. Children are encouraged to discuss how they get on with other people and to form positive attitudes towards other people. This includes a review of what friendship really is.

8. Children finding socialization difficult are supported through direct learning in social skills groups.

9. The staff at Little Heaton encourage children to treat everyone with respect.

10. At Little Heaton bullying is treated as a serious offence and every possible action is taken to eradicate it from the School.

What action we take when bullying is suspected (See appendix 1 for a step by step approach)

At Little Heaton if bullying is suspected we talk to the suspected victim, the suspected bully and any witnesses.

If any degree of bullying is identified it is documented in the safeguarding folder and the following action is taken:

Help, support and counselling is given as is appropriate to both the victims and the bullies:

At Little Heaton we support the victims in the following ways:

- by offering them an immediate opportunity to talk about the experience with their class teacher, or any other member of staff they choose.
- informing the victims' parents /guardians.
- by offering continuing support when they feel they need it.
- arranging for them to be escorted to and from the School premise if necessary.
- by taking one or more of the seven disciplinary steps described below to prevent more bullying.

At Little Heaton we also discipline, yet try to help bullies in the following ways:

- by talking about what happened, to discover why they became involved.
- informing the bullies' parents/guardians.
- by setting individual targets (via contracts, behaviour logs etc.) to see if the behaviour can be modified with appropriate support.
- placing the child on the school behaviour register and seeking additional agency help.
- by continuing to work with the bullies in order to get rid of prejudice attitudes as far as possible.
- by taking one or more of the seven disciplinary steps described below to prevent more bullying.

Disciplinary Steps:

1. Bullies will be warned to stop offending and privileges will be withdrawn.
2. The bullies' parents/guardians will be informed.
3. The bullies may be excluded from the school premises at break and/or lunch times.
4. Bullies may be escorted (by arrangement) to and from the School premises.
5. If the bullying does not stop a minor period of suspension will be arranged (one or two days).
6. If the bullying continues then a longer suspension period (up to five days - or an indefinite period) will be arranged.
7. If the bully will not end their inappropriate behaviour, they will be recommended for permanent exclusion (expulsion) from the school.

Safeguarding

The School's policy and procedures with regard to peer on peer abuse are set out in the School's safeguarding and child protection policy and procedures.

Some behaviour by a pupil towards another may be of such a nature that safeguarding concerns are raised. Such behaviour may include bullying (including cyberbullying), causing physical harm, initiation / hazing type violence and rituals, sexting or any form of sexual harassment or violence. Concerns about a pupil's welfare because they are the victim or perpetrator of bullying behaviour must be reported in accordance with the safeguarding and child protection policy and procedures and appropriate action taken, taking into account the Local Safeguarding Children Board's threshold document.

Appendix 1

When bullying has been observed or reported the following steps will be taken:

Step 1 Meet with the victim

Where bullying has occurred the victim will be asked what has happened and the feelings of the person concerned. The names of those involved need to be disclosed.

Step 2 Hold a meeting with those involved

A meeting will take place with those involved who will include some bystanders or colluders and even friends of the victim who joined in but did not initiate any bullying.

Step 3 Explain the problem

The children are told about the way that the victim is feeling and a piece of writing or drawing might be used to emphasise their distress. The details of an incident are not discussed and blame is not allocated.

Step 4 Take responsibility

Explain and discuss the negative behaviours they have displayed focussing on how these behaviours should change

Step 5 Ask the group for their ideas

Each member of the group is encouraged to suggest a way in which the victim could be helped to feel happier. Positive responses are given but promises of improved behaviour are not extracted.

Step 6 Leave it up to them

The meeting is ended with responsibility being passed over to the group to solve the problem. Agreement is reached about meeting again to see how things are going.

At some point between steps 1 and 6 a decision will be taken to inform parents and this will vary according to the nature of the problem.

Step 7 Meet again

About 1 week later each person is asked again how things are going. This allows the situation to be monitored and keeps the pupils involved in the process. This may continue as required.

Glossary

- Bully** a person or group behaving in a way which might meet the needs for excitement, status, material gain or group process and does not recognise or meet the needs and rights of the other people/person who are harmed by this behaviour.
- Victim** a person or group that is harmed by the behaviour of others and who does not have the resources, status, skill, or ability to counteract or stop the harmful behaviour.

Appendix 2

Signs and symptoms of a child who could be being bullied

A child may indicate by signs or behaviour that he or she is being bullied.

Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away
- cries themselves to sleep at night or has nightmares
- the sudden onset of bed-wetting
- Nervous behaviour including nail biting, jumping at raised voices etc
- Has problems sleeping
- Loss of health, possibly psychosomatic
- feels ill in the morning
- begins to do poorly in school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money (to pay bully)
- has unexplained cuts or bruises
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and investigated.

Appendix 3

A child's guide to bullying

What is Bullying Behaviour?

- It means that one child is deliberately using his or her power over another to make them feel bad.
- Bullying is not having a single argument or fight with someone. It isn't saying something bad to someone once when you are angry.
- Bullying goes on deliberately (on purpose) over a period of time.
- It can be one person or a group of people

What does bullying behaviour look like?

- A child is always trying to join in the other children's games. Most children let him/her play but one group of children keeps on hurting the child on purpose, so that he/she won't try to play with them again.
- When a child gives things out for the teacher, he/she deliberately misses out one of the other children, or drops the things on the floor and makes him/her pick them up.
- A child is called racist names, or hears negative remarks about his or her family members or is sent a nasty text message
- When another child pushed, pulls, hits, kicks or punches on purpose lots of times

Bullying is- STOP- 'Several Times On Purpose'

What can we do about bullying behaviour?

- The most important thing is to TELL someone.
- Every child in our school can help other children to be happy.

Remember this-

Don't bully back

- Say "NO!" firmly
- Say "GO AWAY!"
- Say "I DON'T WANT TO GET INVOLVED!"
- Walk away confidently and seek help

Useful links and supporting organisations

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- The BIG Award: www.bullyinginterventiongroup.co.uk/index.php
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.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

The Restorative Justice Council: www.restorativejustice.org.uk/restorative-practiceschools

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.cafamily.org.uk/media/750755/cyberbullying_and_send_-_module_final.pdf
- DfE: SEND code of practice: www.gov.uk/government/publications/send-code-ofpractice-0-to-25

Cyberbullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Think U Know: www.thinkuknow.co.uk
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Child Internet Safety (UKCCIS) www.gov.uk/government/groups/uk-council-for-child-internet-safety-ukccis
- DfE 'Cyberbullying: advice for headteachers and school staff': www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying': www.gov.uk/government/publications/preventing-and-tackling-bullying

Race, religion and nationality

- 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
- Tell Mama: www.tellmama.org
- Educate against Hate: www.educateagainsthate.com
- Show Racism the Red Card: www.srtrc.org/educational

LGBT

- Barnardo's LGBT Hub: www.barnardos.org.uk/what_we_do/our_work/lgbtq.htm
- Metro Charity: www.metrocentreonline.org
- EACH: www.eachaction.org.uk
- Proud Trust: www.theproudtrust.org
- Schools Out: www.schools-out.org.uk
- Stonewall: www.stonewall.org.uk

Sexual harassment and sexual bullying

• Ending Violence Against Women and Girls (EVAW) www.endviolenceagainstwomen.org.uk o A Guide for Schools:

www.endviolenceagainstwomen.org.uk/data/files/resources/71/EVAWCoalition-Schools-Guide.pdf

• Disrespect No Body: www.gov.uk/government/publications/disrespect-nobodycampaign-posters

• Anti-bullying Alliance: Preventing and responding to Sexual Bullying:

www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-genderrelated/preventing-and-responding-sexual

• Anti-bullying Alliance: advice for school staff and professionals about developing effective anti-bullying practice in relation to sexual bullying: www.antibullyingalliance.org.uk/tools-information/all-about-bullying/sexual-and-gender-related