

ST MARY'S BENTWORTH CE PRIMARY SCHOOL ANTI-BULLYING POLICY

Date of implementation: March 2025

Date of Review: **March 2027**



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| <i>Date of implementation:</i> Mar 2025 | <i>Date for review:</i> Mar 2027 |
| <i>Ownership:</i> Education Committee PSHE Co-Ordinator | <i>Linked to:</i> Safeguarding and Child Protection; Relationships and Behaviour; ICT, Social media, e- safety; Peer on peer abuse; SEND & Inclusion; Supporting Pupils with Medical Needs Policies |
| <i>Review Committee:</i> Education Committee, Headteacher | |
| <i>Communicated to:</i> Parents/Carers, Staff and Governors | |
| <i>Evaluation:</i> (inc links to evidence) Addition of reference to Prevent Duty 2015 Jan 2025 checked with Allergy Management Guidance | |

Statement of Intent

The aim of the anti-bullying policy is to ensure that pupils 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.

We (pupils, staff, governors, parents/carers) all have a responsibility for challenging bullying. We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively. We are a 'TELLING' school. This means that *anyone* who knows that bullying is happening is expected to tell the staff.

We acknowledge that both the victim and perpetrators of bullying need support and that appropriate support for both will be needed after the bullying has been reported.

What Is Bullying?

Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to defend themselves. Bullying can be:

- Emotional (repeatedly being unfriendly, excluding, tormenting eg hiding books or using threatening gestures)
- Physical (repeatedly pushing, kicking, hitting, punching or any use of violence, theft)
- Sexual (unwanted physical contact or sexually abusive comments)



- Verbal (repeated name calling, sarcasm, spreading rumours, teasing)
- Transphobic (because of, or focussing on the issue of sexuality)
- Racist (racial taunts, graffiti, gestures)
- Cyber (all areas of internet such as email and chat rooms, social networking misuse, mobile threats by text, messaging or calls, misuse of associated technology eg camera or video facilities)

Bullying includes prejudice based on SEN needs, sex, sexual orientation, race, religion and belief, gender reassignment or disability.

The Law

Crime- some bullying incidents may involve a criminal offence or a civil breach of the law. For example, this could include physical or sexual assault (actual or threatened), cyber bullying, homophobic or racist incidents.

Duty of care- organisations and adults working with children must meet the legal requirements to safeguard and prevent discrimination.

Why is it Important to Respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with love, respect and to feel a sense of belonging at St Mary's Bentworth Primary School. Pupils who are bullying need to learn different ways of communicating, understanding difference and ultimately learn different ways of behaving. Schools have a responsibility to respond promptly and effectively to issues of bullying.

It is important to respond quickly because quite often there are underlying issues that need to be addressed with the bully, and they may also need support. Pupils who are showing bullying behaviour can be experiencing something difficult themselves and are unhappy. As a school, we would want to explore this and ensure that this kind of behaviour is not chosen again.

Objectives of this Policy

- All governors, staff, pupils and parents should have an understanding of what bullying is
- All governors and staff should know what the school policy is on bullying, and follow it when bullying is reported
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported
- Bullying is not tolerated at St Mary's Bentworth CE Primary School and goes against all our values
- We aim for all children including children with SEN and/or medical conditions, in terms of both physical and mental health, are properly supported in school so all can play a full and active role in school life, remain healthy and achieve their academic potential



Signs and Symptoms

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:

- changes their usual routine
- is unwilling to go to school (school phobic)
- becomes withdrawn anxious, or lacking in confidence
- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do poorly in school work
- has possessions which are damaged or "go missing"
- 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

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

The Role of Pupils

Pupils must:

- Be given instructions about how to be brave and tell an adult about bullying
- Report all incidents of bullying by telling an adult
- Report any suspected incidents which the victim may be afraid to report him/herself
- Adhere to and promote the aims and objectives of this Anti-bullying policy
- Refrain at all times from any behaviour which would constitute bullying, or could be construed as bullying behaviour

The Role of Parents/Carers

Parents/carers play a vital role in the education and care of their children. They can assist in combating bullying in a number of ways:

- Reporting any mis-givings they have concerning either victims or perpetrators of bullying sharing concerns as soon as possible
- Actively endorsing and supporting this Anti-Bullying Policy

Procedures

If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached.

A clear account of the incident will be recorded and given to the Headteacher, using the pro-forma (see Appendix A)

The Headteacher or Deputy Headteacher will interview all concerned and will record the incident.



Parents will be informed and will be asked to come to school to discuss the problem. Class teachers will be fully briefed.

Outcomes

The bully (bullies) will be asked to genuinely apologise. Other consequences will take place. In serious cases, exclusion will be considered.

If possible, the pupils will be reconciled. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Pupils who have been bullied will be given an immediate opportunity to discuss the experience with a member of staff of their choice.

The school will work in partnership with parents and the pupil to:

- offer continuous support
- restore self-esteem and confidence

The school will work with pupils who have bullied by discovering why the pupil became involved, establishing the wrong doing and need to change

Within the curriculum the school will raise the awareness of the nature of bullying through an annual anti-bullying week, PSHE, assemblies and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Social Networking Issues

The school takes all misuse of social networking very seriously and wants to draw attention to the terms and conditions of these sites. In the majority of cases, these sites are prohibited to members under the age of 13 years old. We have regular Computing sessions about online behaviour and safety as well as raising this in Collective Worship when appropriate and through our Survive and Blossom Well-being programme. The school is committed to ensuring that instances of bullying, including cyber bullying and prejudice-based bullying are extremely rare and that pupils are acutely aware of the different forms of bullying and actively prevent it from occurring. Our school will self-evaluate their effectiveness in securing this against the criteria for judging behaviour and attitudes in the school inspection handbook updated in November 2019. We will also use various supportive and proactive materials from the Rights, Diversity and Social Justice Education Adviser in Hampshire Inspection and Advisory Service.

Prevention

At St Mary's Bentworth CE Primary School, all adults listen to our children. This may be in the classroom or in the playground, in the lunch queue or on a class trip. We listen to the language they choose, the tone they use and the questions they ask. If a child has a concern, we use careful questioning (TED- tell, explain, describe) and ensure we have a problem-solving approach to solve any issues. These are always recorded on CPOMS (Child Protection Online Management System) using the correct category. We have 4 DSL's- Mrs Ayres is the lead Designated Safeguarding Lead; Miss Baker is the Deputy DSL



alongside Mrs Newbury in the School Office and Mrs Walke as a class teacher. This ensures we always have a trained DSL on site at all times.

Our school curriculum content throughout the year targets understanding and awareness of bullying issues. The videos in One Decision give excellent scenarios for the children to reflect and discuss but most importantly to see the impact of children's choices. It is essential that the whole school community shares our school values and acts on these every day.

Prevent Duty

Our Safeguarding Policy sets out our commitment to safeguarding children at St Mary's.

We acknowledge 'Prevent' is about keeping our pupils safe and within the law. The Prevent Duty is not about preventing pupils from having political and religious views and concerns but about supporting them to use those concerns or act on them in non-extremist ways. We offer a broad and balanced curriculum to encourage sharing and development of views. We undertake regular updates on a range of safeguarding guidance for all our staff and operate an annual Child Protection training programme, incorporating aspects of the Prevent Duty training as appropriate.

Please see our safeguarding curriculum overview for more information on any of the above.

Organisations of support

ACE (Advisory Centre for Education) 0808 800 5793

<http://www.ace-ed.org.uk/advice-about-education-for-parents/tackling-bullying>

KIDSCAPE 07496 682785 Mondays and Tuesdays 9.30am -2.30pm

Whatsapp: 07496682785

<https://www.kidscape.org.uk/>

Family Lives 0808 800 2222, they also have an email and live chat function online

<https://www.familylives.org.uk/>

National Bullying Helpline 0300 323 0169 or telephone 0845 225 5787

<https://www.nationalbullyinghelpline.co.uk/>



APPENDIX 1

RECORD OF INCIDENT OF ALLEGED BULLYING

Name of alleged victim _____ Class _____

Date school notified of alleged incident _____

Date and time of alleged incident _____

Place alleged incident occurred _____

Names of witnesses _____

Alleged bully(ies) _____

Name of person reporting the incident _____

Type of bullying – (please circle) Physical Verbal Indirect

Description of incident _____

Member of staff dealing with incident _____

Contributing factors _____

What has taken place (A subjective statement) _____

Action taken (Parents informed Y/N)

Signed _____ Date _____

Ref: Appendix 1: Record of Incident of Alleged Bullying