

ANTI BULLYING POLICY

Introduction:

Stottesdon C of E Primary School promotes values which reject bullying behaviour and promote co-operative, respectful behaviour. Tackling bullying matters.

'We really care and make learning fun' permeates through all we do. We aim for all in our organisation to be guided by the value of care and love. We embrace:

- Caring for ourselves - keeping safe, keeping healthy, keeping fit, keeping reflective (prayerful) – it is not selfish to learn to love yourself
- Caring for others - pets, friends, all members of the school community (staff and children), visitors, neighbours, others in the outside community



- Caring for our world - the environment, the neighbourhood, the school, the classroom, the earth and its harvest
- Caring for those in need - homeless (caring charities), the sick (hospital or hospice care), the bereaved (care groups), the lonely (community care) and the elderly (care homes)



The Shropshire Gateway Educational Trust and our school believes that every single child has the right to feel safe in the school and are accepted into the Trust/School community. The Trust's ethos is one of inclusion and equality; bullying of any kind is regarded as a serious breach of behaviour policies and will be firmly and effectively dealt with. This policy should be read alongside our policies on School Improvement, Equality and Diversity, Teaching and Learning, Special Educational Needs, Behaviour, Codes of Conduct, Managing Allegations and Safeguarding.

Approved and adopted: 26.11.24 – pending

Review Date: 26.11.25

Consultation with:

Staff

Pupils via the School Council

Senior member of staff with responsibility for Anti-bullying: Caroline McKay

Governor with responsibility for Anti-bullying: Sarah Home

Headteacher: Katie Jones

Chair of Governors: Robert Kennett

The Purpose and Scope of this Policy Statement.

The purpose of this policy statement is:

- to prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities
- to make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support they need
- to provide information to all staff, children and their families about what we should all do to prevent and deal with bullying.

What is bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

Bullying is:

“The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online”



Repeated unkindness can include emotional, physical, racial, sexual, verbal (direct or indirect) and cyber-bullying.

Types of bullying behaviour (not exhaustive):

- Emotional - being unfriendly, excluding, tormenting, threatening behaviour
- Verbal - name calling, sarcasm, spreading rumours, teasing, use of derogatory language
- Physical - pushing, kicking, hitting, punching or any use of violence
- Extortion - demanding money/goods with threats
- Online – use of social media, messaging and calls. Misuse of associated technology e.g photos and videos.
- Racist - racial taunts, graffiti, gestures
- Sexual - unwanted physical contact, sexually abusive comments
- Homophobic or biphobic - bullying because of sexuality or perceived sexuality
- Transphobic – because of gender identity or perceived gender identity

What we believe:

Stottesdon C of E Primary School is committed to providing a supportive, caring and safe environment in which all children are free from the fear of being bullied. As a school we take bullying and its impact seriously. Bullying, of any form, is not tolerated in our school as we believe that:

- children and young people should never experience abuse of any kind
- we have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- bullying causes real distress and affects a person's health and development
- in some instances, bullying can cause significant harm
- all children, regardless of age, disability, ability, gender reassignment, race, religion or belief, sex or sexual orientation, family circumstances (e.g. looked after children), have the right to equal protection from all types of harm or abuse
- everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

Preventing Bullying

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

To prevent bullying we will:

- develop a code of behaviour (see [behaviour policy](#)) that sets out how everyone involved in our organisation is expected to behave, in face-to-face contact and online, and within and outside of our activities
- hold regular discussions with staff, children, and families about bullying and how to prevent it
- provide support and training for staff dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying
- put clear and robust anti-bullying procedures in place.

Our regular discussions with staff, children and families will focus on:

- all our responsibilities to look after one another and uphold our behaviour policy
- practising skills such as listening to each other
- building a positive ethos based on respecting and celebrating all types of difference. Diversity is valued and everyone is included in our school (No Outsiders)
- making sure that no one is without friends
- developing a telling culture – sharing our concerns and worries with adults and everyone valuing the importance of this
- giving children confidence to politely tell others to stop if they are doing something upsetting
- dealing with problems in a positive way
- checking that our anti-bullying measures are working well
- involving the school community in developing our policies and practice
- curriculum, assemblies and discussion which develop kindness, empathy, social skills and emotional understanding. This may include social and emotional learning programmes, circle time, peer mediation and buddies as appropriate
- our curriculum which raises awareness and provides strategies to deal with online bullying e.g. through regular e-safety lessons
- work with staff and children to ensure we have a range of activities at breaktimes to promote positive play (co-designing of the playground)
- welcoming new staff, children and families to our school.

Reporting bullying

In our school pupils are encouraged to talk to staff when they are unhappy or have concerns. Pupils in our school understand that they have a right to feel and be safe and a responsibility to support others to feel and be safe. Pupils being bullied may demonstrate a variety of signs (e.g. emotional/behaviour problems, sadness, depression, headaches, stomach pains, clingy to adults, higher absence rates. However please note that these symptoms don't always mean there is bullying going on).

Pupils are encouraged to report bullying to:

- A trusted adult
- Their class teacher/TA
- Peer mentors or buddies

The school has a 'worry box' by Shadow, where children can report their concerns if they do not feel confident speaking to an adult.

No Outsiders



**Everyone different,
everyone welcome.**



Growing Acts Of Kindness

This is our kindness tree.

It is our symbol to celebrate acts of kindness in our school.
Each week adults will nominate people across the school for acts of kindness.

These acts can be anything from picking up a coat to inviting someone to play your game.

Nominated people will be announced in achievers.

Nominated people will pop their name on a leaf and attach it to our kindness tree.

Help us grow kindness 😊

Help our school be full of kind acts 😊

Thank you to our Chair of Governors for donating our tree.

Children are taught that it is important to talk to a trusted adult if bullying is taking place outside of school. Parents are also encouraged to report concerns and bullying to named individuals. This is normally the class teacher. When pupils report their concerns our staff will LISTEN, BELIEVE and INVESTIGATE; this is an important ethos in our school. We involve children as far as possible in finding solutions.

Procedures for Parents:

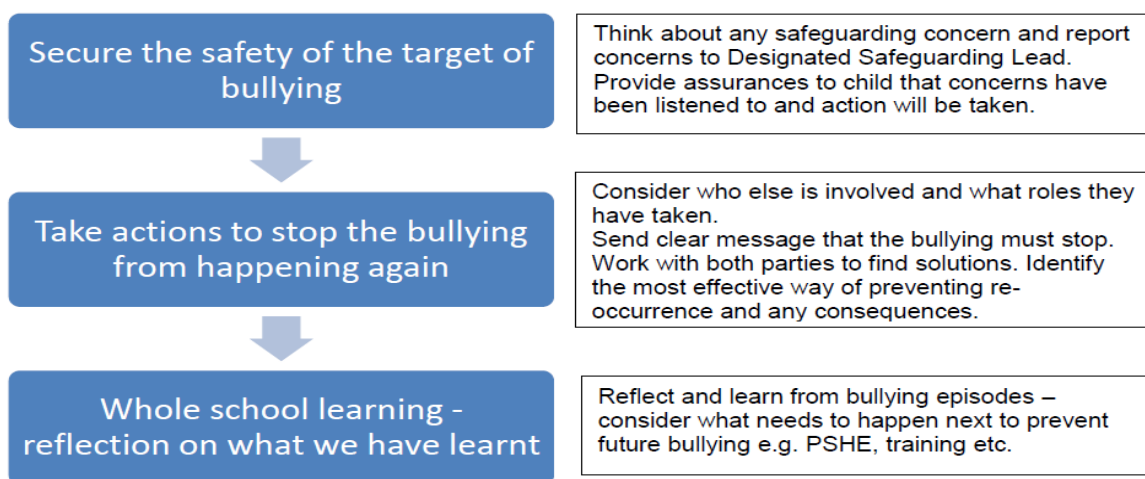
- If a parent has any concerns about their child they should speak to the class teacher immediately. If a parent thinks bullying is the issue, the matter will be referred to the headteacher. The headteacher is always informed of any bullying concerns at and monitors the situation carefully.
- If a parent feels unable to talk to the class teacher, they can make an appointment to speak directly with the Headteacher.
- The school will work with both the child and the parents to ensure that any bullying is stopped and that support is given where needed.
- Parents should not confront the bully or their parents. This can complicate the situation and distress the pupil.
- The school will deal directly with all children involved and their parents directly. Parents will be kept informed of any actions the school is taking.
- If parents feel that their concern has not been dealt with appropriately they should discuss this with the headteacher and if they are still not satisfied follow the schools complaints policy.
- All members of the school community, including pupils, staff, parents and governors, are expected to treat everyone with dignity respect at all times. This includes both face-to-face contact and online.

Responding to Bullying:

We will make sure our response to incidents of bullying takes into account:

- the needs of the person being bullied
- the needs of the person displaying bullying behaviour
- needs of any bystanders
- our organisation as a whole.

Our approach for dealing with the bullying will be bespoke to each scenario and the pupils involved. The structure below will be followed:



All staff will be informed to ensure close monitoring of the victim and bully. Parents of both parties will be informed and supported. We will review our approach to address any incidents of bullying at regular intervals, in order to ensure that the problem has been resolved in the long term. Appropriate sanctions, in line with our behaviour policy, will be used for the perpetrator and a range of support strategies will be used for the victim (including regular monitoring and ‘checking in’) and the perpetrator. Mediation between the pupils will also be employed as appropriate.

Our 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.

Monitoring and Review:

Instances of bullying are recorded on our My Concern system. We will monitor and review all bullying incidents to determine any patterns or trends that may require further action. This includes, on a regular basis, giving all pupils the opportunity to feedback on how safe and happy they feel at school through pupil questionnaires and School Council meetings.