

Anti-Bullying Policy

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| Date established by governing body |
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| Summer Term 2022 |
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| Date for full implementation |
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| Immediately |
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| Date for review |
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| Summer Term 2023 |
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Introduction

'May we live, work and play together in peace and kindness'

Cleaswell Hill School Wish

Cleaswell Hill School is committed to providing a warm, caring and safe environment for all of our pupils so they can learn and play in a relaxed and secure environment. Bullying of any kind is unacceptable and will not be tolerated in our school. If bullying does occur, everyone should be able to tell and know that incidents will be dealt with promptly and effectively in accordance with this policy.

The aims of this policy are to:

- Prevent, de-escalate and/or stop any continuation of harmful behaviour.
- React to bullying incidents in a reasonable, proportionate and consistent way.
- Safeguard the student who has experienced bullying and trigger sources of support for the student.
- Apply disciplinary sanctions to the student causing the bullying and ensure they learn from the experience, possibly through multi-agency support.

DEFINITION OF BULLYING

Bullying is any deliberately hurtful, upsetting, frightening or threatening behaviour, usually repeated over a period of time, which intentionally hurts another pupil or group physically or emotionally. It is often difficult for those being bullied to defend themselves, and it is often motivated by prejudice.

Bullying should always be taken seriously. All bullying is unacceptable, whether physical, sexual, verbal or psychological.

Bullying does not only occur between children. The above definition can also be seen to characterise some adult/adult, adult/child and child/child relationships.

Bullying can be:

- **EMOTIONAL:** being unfriendly, excluding, tormenting, ridicule, humiliation

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- VERBAL: name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- PHYSICAL: pushing, kicking, hitting, pinching, throwing stones, biting, spitting, punching or any other forms of violence, taking or hiding someone's things
- RACIST: racial taunts, graffiti, gestures, making fun of culture and religion
- SEXUAL: unwanted physical contact or sexually abusive or sexist comments
- HOMOPHOBIC: focusing on the issue of sexuality
- ONLINE / CYBER: setting up 'hate websites', sending offensive text messages, emails and abusing the victims via their mobile phones
- Any unfavourable or negative comments, gestures or actions made to someone relating to their disability or special educational needs.

Bullying is not:

- Teasing and banter between friends without intention to cause hurt;
- Falling out between friends after a quarrel or disagreement;

When occasional problems of this kind arise it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns. It is important that we help and support our pupils to deal with these situations and develop the skills to repair relationships.

Where does bullying happen?

Bullying can happen anywhere – in the classroom, in the corridor, in the toilets, in the dining hall, in the playground. Bullying may also happen on the way to and from school. In such cases, the Head teacher is empowered by law to deal with such incidents but must do so in accordance with the school's policy.

Roles and Responsibilities

All members of the school have a responsibility to recognise bullying when it occurs and take appropriate action in accordance with the school policy. This will happen in the following ways:

- Whole school initiatives (staff training, celebration assemblies etc)
- Proactive teaching strategies (PHSEE lessons, circle time etc) used throughout the school to reduce the opportunities for bullying to occur.
- A positive, caring ethos created within the school environment where everyone can work, play and express themselves, free from the fear of being bullied.

Everyone involved in the life of the school must take responsibility for promoting a common anti-bullying approach by being supportive of each other, providing positive role models and

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conveying a clear understanding that we disapprove of unacceptable behaviour and by being clear that we all follow school rules.

➤ **The Governing Body is responsible for:**

- Creating the right ethos for the school that ensures it is an inclusive environment.
- Ensuring regular review of anti-bullying policy and practice including analysis of data published under its single equality scheme.
- Ensuring the school is promoting equality for its whole community.

➤ **The Headteacher / Senior Leadership Team will ensure that:**

- Bullying behaviour is addressed in the school's behaviour and discipline policy
- Bullying is addressed as an issue in the curriculum
- All staff receive training that addresses bullying behaviour
- The governing body is regularly provided with information regarding issues concerning behaviour management including bullying
- A senior staff member is appointed to be responsible for the monitoring of the policy and anti-bullying strategies.

➤ **All school staff will:**

- Constantly monitor students for bullying-related behaviour and follow the correct procedure where evidence points towards bullying taking place.
- Model high standards of behaviour and have high expectations for all students.
- Provide children with a framework of behaviour including class rules which supports the whole school policy.

➤ **Parents/Carers should:**

- Keep informed about and fully involved in any aspect of their child's behaviour.
- Work in partnership with the school; contacting them immediately if they know or suspect that their child is being bullied.
- Contact the school if they know or suspect that their child is bullying another pupil
- Share with the school any suspicions they have that bullying is taking place even when it does not directly involve their child

➤ **Pupil Voice**

We want our pupils to feel that they are supported in reporting incidents of bullying and reassured that action regarding bullying will take place.

We expect that pupils:

- Will not bully anyone else, or encourage and support bullying by others
- Will tell an adult if they are being bullied, usually either a member of staff or parent/carer

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- Will act to prevent and stop bullying, usually this is through telling an adult if they know or suspect that someone else is being bullied.
- Will recognise that being a “bystander” is not acceptable, and understand how their silence supports bullying and makes them in part responsible for what happens to the victim of bullying.

Procedures for reporting and responding to bullying incidents

All staff will respond calmly and consistently to all allegations and incidents of bullying at Cleaswell Hill School. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

1. Report all bullying allegations and incidents to staff.
2. Staff will make sure the victim(s) is and feels safe.
3. Appropriate advice will be given to help the victim(s).
4. Staff will listen and speak to all children involved about the incident separately.
5. The problem will be identified and possible solutions suggested.
6. Staff will attempt to adopt a problem solving approach.
7. Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
8. Staff will reinforce to the bully that their behaviour is unacceptable.
9. The bully may be asked to genuinely apologise and appropriate sanctions applied (see below).
10. An attempt will be made, and support given, to help the bully (bullies) understand and change their behaviour.
11. In cases of serious bullying, the incidents will be recorded by staff on CPOMS and shared with the Designated Safeguarding Lead. Occurrences will also be recorded on the Monitoring of Bullying Incidents Form
12. In serious cases parents will be informed and will be invited to come into school for a meeting to discuss the problem.
13. After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
14. Bullying incidents will be discussed regularly at staff meetings.
15. Routine reporting to the LA of any incident that meets the current reporting thresholds.

The following sanctions may be used:

- Apologise to the victim(s)
- Lose privileges or be withdrawn from school visits / clubs / events not essential to the curriculum.
- Close adult supervision at break and lunchtimes
- Parents will be invited in to school
- Be removed from class and work in isolation
- Exclusion (fixed term or permanent)

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Monitoring and evaluation of the policy

To ensure this policy is effective, it will be regularly monitored and evaluated through:

- Surveys completed by staff, parents and pupils
- Bullying incident forms used to gauge the effectiveness of the policy.

The **Headteacher** reports to the governing body and the county council on any incidents of bullying and if necessary, makes recommendations for further improvements.

The bullying incidents will be shared with the **SLT** during the weekly SLT meetings and possible strategies and their effectiveness discussed. Where necessary **all relevant staff** will be informed of the incident in order to monitor the situation.

The **governing body** reviews this policy annually or more frequently if the government introduces new regulations, or if the governing body receives recommendations on how the policy might be improved.

LINKS TO OTHER POLICIES

This policy should be read in conjunction with the following policies:

- Child Protection Policy.
- Positive Behaviour Policy.
- Child Protection Policy
- PSHEE Policy
- Online Safety Policy
- Acceptable Use Policy

All policies are available on the school portal

Links to legislation:

- The Equality Act 2010
- The Pupil Act 1989
- Keeping Children Safe in Education 2020

Supporting Organisations

Act Against Bullying: www.actagainstbullying.com

Advisory Centre for Education: www.ace-ed.org.uk

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

NSPCC: www.nspcc.org.uk



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Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre www.saferinternet.org.uk

Author: Julie Brown

Headteacher: Mike Jackson

Chair of Governors: Tim Chrisp

Date: May 2022