



Anti-Bullying Policy

Date established by governing body
Summer Term 2024
Date for full implementation
Immediately
Date for review
Summer Term 2025

Cleaswell Hill School is committed to providing a warm, caring and safe environment for the whole school community. Bullying behaviour is unacceptable and will not be tolerated in our school. If bullying does occur, it will be dealt with promptly and in accordance with this policy.

Aims

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 offer them support.
- Apply appropriate consequences to those who cause the bullying and ensure they offer support to prevent further incidents taking place.
- Work together as a school community to develop healthy and positive relationships.

DEFINITION OF BULLYING

Bullying is a conscious repeated action which is hurtful, upsetting, frightening or threatening which is unacceptable to another person or group of people.

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
- VERBAL: name-calling, sarcasm, spreading rumours, threats, teasing, making rude remarks, making fun of someone
- PHYSICAL: hitting, kicking, pushing, biting, spitting, punching or any other forms of violence.
- RACIST: racial taunts, graffiti, gestures, making fun of culture and religion.
- SEXUAL: unwanted physical contact or sexually abusive or sexist comments.



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- HOMOPHOBIC: focusing on the issue of sexuality
- ONLINE / CYBER: threatening or embarrassing someone using a mobile phone or the internet, including sending offensive text messages / emails.
- 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;

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 pupils to develop the skills necessary to repair peer relationships.

Prevention of Bullying

The curriculum at Cleaswell Hill gives opportunities for pupils to develop life skills through:

- Behaviours for learning.
- Communication.
- Healthy relationships.
- Resolving conflict.
- Respect and kindness
- Exploring differences.
- How to ask for help.
- Emotional regulation.

Responding to Bullying Incidents

At Cleaswell Hill we will respond to all incidents and allegations calmly and consistently through the following steps:

- All those involved will have the opportunity to be heard.
- Staff will make sure the victim(s) is and feels safe.
- Appropriate advice will be given to help the victim(s)
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified, and possible solutions suggested.
- Staff will attempt to adopt a problem-solving approach.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will reinforce to the person who is bullying that their behaviour is unacceptable.
- The bully may be asked to genuinely apologise and appropriate consequences will be used.
- Support will be given to help those that are bullying understand and change their behaviour.
- In cases of serious bullying, the incidents will be recorded by staff on PBS Cloud & CPOMS and shared with the Designated Safeguarding Lead. In serious cases parents will be informed and will be invited into school to discuss the problem.



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- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Bullying incidents will be discussed regularly at staff meetings.
- Routine reporting to the LA of any incident that meets the current reporting thresholds.

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.

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 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.
- Ensuring the school is promoting equality for its whole community.

The Headteacher / Senior Leadership Team will ensure that:

- 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 pupils with The Cleaswell Code; Ready, Respectful, Safe which supports this 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

- Pupils are supported in being kind and respectful to others.
- Pupils are encouraged to share concerns.



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- Pupils are encouraged to be aware that being a bystander is not acceptable and they should always tell an adult if they see or hear anything concerning.
- Pupils are supported by members of staff if they disclose a bullying incident and their views listened to and valued.

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

Links with other policies

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

- Acceptable Use Policy
- E-safety Policy
- Behaviour is Communication Policy
- Complaints Procedure
- Safeguarding Policy

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
- Recorded incidents of bullying 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 **governing body** reviews this policy annually or more frequently if the government introduces new regulations, or they receive recommendations on how the policy might be improved.

Links to legislation:

- The Equality Act 2010
- The Children Act 1989
- Keeping Children Safe in Education 2023
- The Human Rights Act 1998

Supporting Organisations

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

NSPCC: www.nspcc.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre www.saferinternet.org.uk



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Date: Summer 2024