

Sutton Veny CofE Primary School

Anti-Bullying Policy



Together, through **friendship**, in **peace** and with **courage**, we reach for the stars.

Colossians 3:12: '**clothe yourselves** with **compassion**, **kindness**, **humility**, **gentleness** and **patience**.'

Our intent:

We want to create a school where children feel happy and safe to attend, where they build good relationships with peers and adults; knowing what 'friends do' and 'friends don't'. We want the children to know how to deal with behaviour that hurts; understanding when being mean or rude turns into bullying. We want them to know that they will be heard if they, or another, alleges bullying and understand how this will be dealt with. We will support children who are bullied and those who bully; working to make a harmonious school where actions are swift and effective.

What is Bullying?

There is no legal definition of bullying. However, the D of E defines it as behaviour that is:

- repeated
- intended to hurt someone either physically or emotionally
- often aimed at certain groups, for example because of race, religion, gender or sexual orientation

It takes many forms and can include:

- physical assault
- teasing
- making threats
- name calling
- cyberbullying - bullying via mobile phone or online (for example email, social networks and instant messenger)

As a school, we also have a commitment to prevent and respond effectively to the bullying of protected and vulnerable groups of children. All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, 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.

Methods we use to prevent bullying

- Ethos of good behaviour and supportive climate where everyone treats each other with respect
- Whole school behaviour principles of safe, learn and respect
- Developing self-esteem through celebration assemblies and school reward systems
- A clear code of conduct for behaviour both in school, travelling to school and out of school (with relation to cyber bullying)
- Safe and calm environment in which education is the primary focus
- Values of respect are role modelled and taught explicitly through RE and PSHE curriculum
- Staff and older pupils model the expected behaviour (Buddy systems for younger and new children)
- Rewarding and celebrating pupils' social and emotional skills (spotted board, smileys, dojos, marble jars)
- Whole school approach to rewarding positive behaviour
- Playground monitors
- Display anti-bullying awareness posters and guidance

- Through PSHE lessons and circle times
- Actively engaging in the annual National anti-bullying week and e-safety week
- Open and honest communication
- Celebrating successes and achievements in class and in assemblies (such as Wednesday worship)
- Worry boxes
- Share procedures and guidance with governors, parents and children (to ensure they are aware that we do not tolerate bullying and to review our policies and practice)
- Conflict management training takes place in Year 3 to support transition through KS2
- We annually update and review our approach as part of 'Anti bullying week and e-safety awareness' with the community. This helps to ensure that we take account of developments in technology.
- We use specific organisations and resources to help provide bespoke guidance on all forms of bullying
- Children have prepared a 'Child friendly anti-bullying policy'
- Children who struggle with feeling bullied or who exhibit bullying behaviour, are supported with the pastoral care system, including ELSA sessions. (We try and 'prevent' as well as 'cure'.)

Reporting Incidents

Our school does not tolerate bullying of any kind and acts immediately when any concerns are raised. Pupils and parents can report bullying using a range of methods; verbally, in writing or using more informal methods such as using the class worry boxes. We reinforce that 'not telling' means that bullying can continue. We strive to create an environment that prevents bullying from becoming a serious problem in the first place.

Children, parents or staff who disclose bullying will always be treated seriously and the procedures for dealing with reported bullying are as follows:

Alleged Bullying

1. If a child, parent or member of staff raises a concern then a safeguarding form is completed.
2. This details any alleged bullying and the time and place it is occurring. It also records the type of bullying to enable staff to recognise any trends that may occur.
3. A date is set to review the situation and refer back to parents with any information, facts and details concerning the allegations.
4. This safeguard is circulated to all staff and at this stage it is important that the child knows that the safeguard has been completed and is reassured that everyone is working to keep them safe.
5. The child may be asked to name a member of staff who they will report to if they have any concerns. A named member of staff is responsible during lunchtimes and will report back to the class teacher
6. Bullying is investigated and staff will intervene if an incident occurs
7. Review meeting held with parents and outcome recorded on safeguard form
8. Copies filed in pupil profiles and a copy is kept centrally, in the office

If evidence of Bullying is found swift and sensitive action will be taken.

1. Both sets of Parents/carers are informed by school and meet to discuss the problem
2. Sanctions (alongside a program of guidance and 'problem solving'), will be applied to pupils who bully
3. Support will be available for the person who has been bullied (ELSA/buddy/strategies/restorative justice)
4. Where necessary, staff will enlist support from outside agencies
5. The situation will be monitored by staff to ensure that the bullying has stopped permanently
6. Review date set for 1 week
7. Follow up meeting set for 4 weeks
8. If this action is not effective in preventing further incidents of bullying, a governor will attend the follow up review meeting and the behaviour/exclusion policies will be considered
9. Copies filed in pupil profiles and a copy is kept centrally, in the office

Keep an eye on

Sometimes children are unhappy for other reasons. Events outside school or within the family can cause them to be sensitive or feel insecure. It is important for the school to be told that your child is feeling this way. We ask parents to talk to a member of staff who will complete a 'Keep an eye on' form'. This informs all staff that you, or your child, need us to keep an eye on them.

Staff only intervene physically to prevent injury to a child or adult, or if a child is in danger of hurting themselves. The actions we take are in line with government guidelines on the restraint of children.

Links to other policies

- Child Friendly Anti-Bullying Policy
- Behaviour Policy
- Child Protection and Safeguarding Policy
- Online Safety Policy
- Allegations (flowcharts - staff and pupils)
- Mental Health Policy

Adults Experiencing Bullying or Abusive Behaviour

There may be times when adults within our school community, experiencing bullying, or abusive behaviour from members of our school community. It is important that everyone understands that abusive, or bullying behaviour, will not be tolerated. To ensure the school community is clear on the type of behaviours that may fall into this category, this policy should be read alongside the following school policies:

- Parent and Carer Code of Conduct
- Policy for Responding to Abusive Behaviour
- The School's Complaints Procedure

Approved by:	Curriculum and Pupil Welfare	Date: 9/11/22
Last reviewed on:	November 2024	
Next review due by:	November 2025	

Appendix

Safeguarding Form – to be completed during an alleged bullying incident (Appendix 1)

SAFEGUARD FORM

For alleged bullying incidents

Name of Child:

Class:

Date:

Alleged bullying reported to:

Alleged bullying reported by:

Name of child/children involved:

Type of incident:

Verbal abuse		Isolation (including being ignored or left out)		Physical abuse	
Having personal possessions taken/causing damage to personal property		Cyberbullying (including text messages, e-mails, and social networking sites)		Being forced to hand over money	
Being forced into something against their will		Spreading rumours/nasty notes		Other (please specify)	

Brief description of the incident:

Where

When

Advice given/action suggested:

Review date with parents (one week):

Review date with parents (one month):

Please report any evidence of bullying to:

Member of staff responsible for monitoring / checking in:

Recording outcomes

One week later:

One month later:

Date completed: