



Anti-Bullying Policy

'...these three remain: faith, hope & love; and the greatest of these is love.' 1 Cor 13:13

Rooted in faith, family & friendship.
Growing in hope & aspiration.
Flourishing in love.

friendship ★ hope ★ compassion ★ forgiveness ★ trust ★ thankfulness



ANTI-BULLYING POLICY

Rationale & Vision

At St Anne's CE Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people within our school family, and expect all staff and volunteers to share this commitment. Through our church school values, we aspire to give our children the skills to flourish into compassionate, fair and well-rounded citizens. However, we are aware that pupils or adults may be bullied in any school or setting. We believe and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of all our pupils and staff.

Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'. Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team.

Aims

This policy aims to outline what St Anne's CE Primary School will do to prevent and tackle all forms of bullying. We strive to ensure that at St Anne's, we demonstrate an anti-bullying culture where the bullying of adults, children or young people is not tolerated in any form. We will prioritise raising awareness and consistently responding to any cases of bullying to ensure the safety and wellbeing of our pupils and staff.

In line with the Equality Act 2010, it is essential that our school:

- eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the act
- ensures equality of opportunity between people who share a protected characteristic and people who do not share it
- foster good relations between people who share a protected characteristic and people who do not share it.

Links to Legislation

There are several pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):

- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997
- The Malicious Communications Act 1988
- Public Order Act 1986.

Links with other School Policies and Practices

This policy links with several school policies, practices and action plans including:

- Behaviour Policy
- Complaints Policy
- Child Protection and Safeguarding Policy
- Curriculum policies, such as PSHE, and Computing
- E-Safety and Social Media Policy

Roles and Responsibilities

- The headteacher is responsible for communicating this policy to the school community, to ensure that disciplinary measures are applied fairly, consistently and reasonably, and that a member of the senior leadership team has been identified to take overall responsibility.
- The governing body will take a lead role in monitoring and reviewing this policy.
- All staff, including governors, senior leadership, teaching and non-teaching staff, to support, uphold and implement this policy accordingly.
- Parents/carers to support their children and work in partnership with the school.
- Pupils to be made aware of and abide by the policy.

Definition of Bullying

- Bullying can be defined as:
'behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally'. (DfE 'Preventing and Tackling Bullying')
- Bullying can include physical and emotional abuse such as name calling, taunting, mocking, making offensive comments, kicking, hitting, taking belongings, producing offensive graffiti, gossiping, peer isolation (e.g. excluding people from groups) and spreading hurtful and untruthful rumours.
- The same unacceptable behaviours can be expressed online; this is sometimes called online bullying or cyber-bullying. Specifically this can include sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming websites, social media sites and apps, and sending offensive or degrading photos or videos.
- St Anne's CE Primary School recognise that bullying can be emotionally abusive and can cause severe and adverse effects on children's emotional development.
- **All** victims will be taken seriously and offered appropriate support, regardless of where the abuse takes place.

Forms and Types of Bullying Covered by this Policy

Bullying can happen to anyone. This policy covers all types and forms of bullying including, but not limited to:

- bullying related to physical appearance
- bullying of young carers, children in care or otherwise related to home circumstances
- bullying related to physical/mental health conditions
- physical bullying
- emotional bullying
- sexualised bullying/harassment
- bullying via technology, known as online bullying or cyberbullying
- prejudiced-based and discriminatory bullying (against people/pupils with protected characteristics) which may include:
 - bullying related to race, religion, faith and belief and for those without faith
 - bullying related to ethnicity, nationality or culture
 - bullying related to Special Educational Needs or Disability (SEND)
 - bullying related to sexual orientation (homophobic/biphobic bullying)
 - gender-based bullying, including transphobic bullying.

Implementation

The following steps will be taken when dealing with any incidents of bullying reported to the school.

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached or witnessed the concern.
- The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate.
- The DSL will be informed of all bullying concerns clearly and precisely, including where there may be safeguarding issues using our CPOMS recording system in accordance with existing procedures. This will include recording appropriate details regarding decisions and action taken.
- The headteacher, Designated Safeguarding Lead (DSL) or another appropriate member of leadership staff will interview all parties involved.
- The school will speak with and inform other staff members, where appropriate.
- The school will ensure parents/carers are kept informed about the concern and action taken, as appropriate and in line with Child Protection & Safeguarding and Confidentiality policies.
- Appropriate sanctions and support, for example as identified within the St Anne's School Behaviour Policy and Child Protection & Safeguarding Policy, will be implemented in consultation with all parties concerned.
- If necessary, other agencies may be consulted or involved, for example the police, if a criminal offence has been committed, or Early Help if a child is felt to be at risk of significant harm.
- Where the bullying of or by pupils takes place off the school site or outside of normal school hours (including cyber-bullying), the school will ensure that the concern is fully investigated and responded to in line with this policy, our E-Safety Policy and the School Behaviour Policy. If required, the DSL will collaborate with DSLs at other settings.

Cyber-bullying

Cyber-bullying is bullying with the use of digital technologies. It can take place on social media, messaging platforms, gaming platforms and mobile phones. It is repeated behaviour, aimed at scaring, angering or shaming those who are targeted. Please see St Anne's Behaviour, Social Media and E-safety Policies for further details of our priorities for ensuring our pupils feel safe and protected online.

When responding to cyber-bullying concerns, the school will:

- act as soon as an incident has been reported or identified
- provide appropriate support for the person who has been cyber-bullied, and work with the person who has carried out the bullying to ensure that it does not happen again
- encourage the person being bullied to keep any evidence (screenshots) of the bullying activity to assist any investigation
- take all available steps where possible to identify the person responsible. This may include:
 - looking at use of the school systems
 - identifying and interviewing possible witnesses
 - contacting the service provider and the police, if necessary
- work with the individuals and online service providers to prevent the incident from spreading and assist in removing offensive or upsetting material from circulation. This may include:
 - supporting reports to a service provider in order to remove content if those involved are unable to be identified or if those involved refuse to or are unable to delete content
 - confiscating and searching pupils' electronic devices, such as mobile phones, in accordance with the law and the school behaviour policy with regard to searching for and confiscating devices. *(We will access the DfE 'Searching, screening and confiscation at school' and Childnet cyber-bullying guidance to ensure that the school's powers are used proportionately and lawfully)*
 - requesting the deletion of locally-held content and content posted online if they contravene school behavioural policies
- where an individual can be identified, the school will ensure that appropriate sanctions are implemented to change the attitude and behaviour of the bully, as well as ensuring access to any additional help or support they may need
- inform the police if a criminal offence has been committed
- provide information to staff and pupils regarding steps they can take to protect themselves online. This may include:
 - advising those targeted not to retaliate or reply
 - providing advice on blocking or removing people from contact lists
 - helping those involved to consider and manage any private information they may have in the public domain.

Supporting Pupils

Pupils who have been bullied will be supported by:

- reassuring the pupil and providing immediate pastoral support
- offering an immediate opportunity to discuss the experience with their teacher, the DSL, or a member of staff of their choice
- being advised to keep a record of the bullying as evidence and discuss how to respond to any further concerns
- working towards restoring self-esteem and confidence
- providing ongoing support (This may include working and speaking with staff, offering formal counselling, engaging with parents and carers.)
- where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Integrated Children Services or support through the Children and Young People's Mental Health Service (CYPMHS).

Pupils who have perpetrated bullying will be helped by:

- discussing what happened, establishing the concern and the need to change
- informing parents/carers to help change the attitude and behaviour of the child
- providing appropriate education and support regarding their behaviour or actions
- if online, requesting that content be removed and reporting accounts/content to service provider
- sanctioning, in line with our School Behaviour Policy. This may include:
 - an official warnings
 - detentions/internal exclusions
 - removal of privileges (including online access when encountering cyberbullying concerns)
 - in extreme or repeated cases, fixed-term or permanent exclusions.

Supporting Adults

Our school takes measures to prevent and tackle bullying among pupils; however, it is equally important to recognise that bullying of adults, including staff and parents, whether by pupils, parents or other staff members, is unacceptable.

Adults who have been bullied or affected will be supported by:

- offering an immediate opportunity to discuss the concern with the DSL, a senior member of staff and/or the headteacher
- advising them to keep a record of the bullying as evidence, and discuss how to respond to future concerns
- where the bullying takes place off the school site or outside of normal school hours (including online), the school will still investigate the concern and ensure that appropriate action is taken in accordance with our School Behaviour Policy
- reporting offensive or upsetting content and/or accounts to the service provider, where the bullying has occurred online
- reassuring and offering appropriate support

- working with the wider community and local/national organisations to provide further or specialist advice and guidance.

Adults who have perpetrated the bullying will be helped by:

- discussing what happened with a senior member of staff and/or the headteacher to establish the concern
- establishing whether a legitimate grievance or concern has been raised and signposting to the school's official complaints procedures
- if online, requesting that content be removed
- instigating disciplinary, civil or legal action as appropriate or required.

Preventing Bullying

The whole school community will:

- create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all.
- recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children (child on child abuse).
- recognise the potential for children with Special Educational Needs and Disabilities (SEND) to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- recognise that bullying may be affected and influenced by the gender, age, ability and culture of those involved.
- openly discuss differences between people that could motivate bullying, such as: children with different family situations, looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- challenge practice and language (including "banter") which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-based and discriminatory bullying
- actively create "safe spaces" for vulnerable children and young people
- celebrate success and achievements to promote and build a positive school ethos.

Policy and Support

The whole school community will:

- provide a range of approaches for pupils, staff and parents/carers to access support and report concerns
- regularly update and evaluate our practice to consider the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour
- take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying brought to the schools' attention, which involves or affects pupils, even when they are not on school premises; for example, when using school transport or online, etc
- implement appropriate disciplinary sanctions; the consequences of bullying will reflect the seriousness of the incident, so that others see that bullying is unacceptable
- use a variety of techniques to resolve the issues between those who bully, and those who have been bullied.

Education and Training

The school community will:

- train all staff, including teaching staff, support staff (e.g. administration staff, lunchtime support staff and site support staff) and pastoral staff, to identify all forms of bullying and take appropriate action, following the school's policy and procedures, including recording and reporting incidents on CPOMS
- consider a range of opportunities and approaches for addressing bullying throughout the curriculum and other activities, such as: through displays, assemblies, peer support, the school council, etc
- collaborate with other local educational settings as appropriate, and during key times of the year, for example during transition
- ensure anti-bullying has a high profile throughout the year, reinforced through key opportunities such as anti-bullying week
- provide systematic opportunities to develop pupils' social and emotional skills, including building self-esteem.

Involvement and Liaison with Parents and Carers

We will:

- take steps to involve parents and carers in developing policies and procedures, to ensure they are aware that the school does not tolerate any form of bullying
- make sure that key information about prejudice-based and discriminatory bullying (including policies and named points of contact) is available to parents/carers in a variety of formats, including via the school website
- ensure that all parents/carers know who to contact if they are worried about bullying and where to access independent advice
- work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying



ANTI-BULLYING POLICY

- ensure all parents/carers know about our complaints procedure and how to use it effectively, to raise concerns in an appropriate manner

Monitoring, Evaluation and Review

- The school will ensure that they regularly monitor and evaluate mechanisms to ensure that the policy is being consistently applied.
- Any issues identified will be incorporated into the school's action planning.
- The headteacher will be informed of bullying concerns, as appropriate.
- The governing body will be informed of incidents of bullying, including outcomes.

Useful Links and Supporting Organisations

Support for children, staff or families.

- Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk
- Childline: www.childline.org.uk
- Family Lives: www.familylives.org.uk
- Kidscape: www.kidscape.org.uk
- MindEd: www.minded.org.uk
- NSPCC: www.nspcc.org.uk
- PSHE Association: www.pshe-association.org.uk
- Restorative Justice Council: www.restorativejustice.org.uk
- The Diana Award: www.diana-award.org.uk
- Victim Support: www.victimsupport.org.uk
- Young Minds: www.youngminds.org.uk

Cyber-bullying

- Childnet: www.childnet.com
- Internet Watch Foundation: www.iwf.org.uk
- Report Harmful Content: <https://reportharmfulcontent.com/>
- UK Safer Internet Centre: www.saferinternet.org.uk
- The UK Council for Internet Safety (UKCIS): www.gov.uk/government/organisations/uk-council-for-internet-safety

DfE 'Cyber-bullying: advice for headteachers and school staff':

- www.gov.uk/government/publications/preventing-and-tackling-bullying
- DfE 'Advice for parents and carers on cyberbullying':
www.gov.uk/government/publications/preventing-and-tackling-bullying



ANTI-BULLYING POLICY

SEND

- Changing Faces: www.changingfaces.org.uk
- Mencap: www.mencap.org.uk
- Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities: www.anti-bullyingalliance.org.uk/tools-information/all-about-bullying/at-risk-groups/sen-disability

Any questions or concerns regarding this policy should be made to:

Name: Natalie Slight
Role: Acting Headteacher
Date: February 2024