

## Anti-Bullying Policy

Approved by Local Governing Body. Monitored and updated by: Headteacher(s). 2023

### 1.0 Principles

- All children are safe and feel safe
- Bullying of any kind is not tolerated at the school
- Children and staff 'make the right choices'

### 2.0 Our approach

Our approach centres on prevention. There is an ethos and expectation of good behaviour for all children. Children and staff are encouraged and expected to show respect to others and to be treated with respect. They are taught to '**make the right choices**' and understand the impact of their behaviour on the wellbeing, learning and safety of others.

Expectations and messages are shared in assemblies, PSCH lessons and in the way behaviour incidents are dealt with throughout the school.

Levels of adult supervision, training and an ethos that bullying is not tolerated mean that all staff are aware of different forms of bullying and their responsibilities to act upon it.

### 3.0 Definition of bullying

Bullying is defined as the repetitive, intentional harming of one person or group by another person or group, where the relationship involves an imbalance of power.

Bullying is, therefore:

- Deliberately hurtful
- Repeated, often over a period of time
- Difficult to defend against

### 4.0 Types of bullying

Children can be bullied for a variety of reasons e.g.:

- race, religion or culture
- special educational needs and disabilities
- gender
- appearance
- medical conditions
- home circumstances

Bullying might be motivated by actual differences between children, or perceived differences.

Bullying can include:

- physical assault or intimidation

- teasing or name-calling
- making threats
- bullying via mobile phone or online (e.g. email, social networks and instant messenger)
- deliberate exclusion or isolation
- anything else that falls under the definition above.

## 5.0 Signs of bullying

Physical signs can be:

- injuries that the child cannot or will not give a convincing explanation for
- torn or damaged clothing
- general symptoms of ill health
- bedwetting

Emotional signs can be:

- mood swings or an apparent change in personality
- high anxiety or nervousness
- tearfulness
- appearing 'low' or depressed
- lack of confidence
- defensiveness

Behavioural signs can be:

- becoming withdrawn
- lashing out at others
- talking about or actually harming themselves
- problems with eating or sleeping

Other signs can be:

- belongings getting "lost" or damaged
- being afraid to go to school, being mysteriously 'ill' each morning, or skipping school
- not doing as well at school
- asking for, or stealing, money or other items

*N.B. Whilst any of these symptoms may be because of bullying, it may be because of something else that is troubling the child. It is important to discuss concerns with a child to find out what the problem is.*

## 6.0 Signs that a child may be bullying others

Physical signs can be:

- using physical strength or presence to intimidate, influence and impress other children
- being openly physical and confrontational with adults and peers

Emotional signs can be:

- refusal or inability to empathise with others
- desire to be in control
- refusal or inability to accept responsibility for actions
- a tendency to relate to others in a negative way

Behavioural signs can be:

- showing an exaggerated high self-opinion
- showing indifference for areas or activities in which they do not excel. This may involve ridiculing other children who have strengths in these areas
- difficulties in forming and/or maintaining friendships with peers

*N.B. Whilst any of these symptoms may be because of bullying, it may be because of something else that is troubling the child. It is important to discuss concerns with a child to find out what the problem is.*

## **7.0 Roles and responsibilities**

### **Staff will:**

- Be excellent role models in the way they behave and speak to others
- Be alert to distress and possible signs of bullying and follow these up with the child and/or their class teacher and/or the Safeguarding team
- Listen to children who raise concerns, take these seriously and follow these up by further investigation
- Record and report any signs of bullying or accounts of bullying
- Inform the Safeguarding team of any bullying or suspected bullying promptly
- Contact parents of all concerned in a bullying situation
- Be kept up to date with policy and procedures for dealing with behaviour and bullying incidents
- Follow the school's behaviour systems
- Ensure suitable sanctions follow from confirmed bullying situations (see behaviour policy) which includes exclusion or the police if the actions are illegal
- Support and respond to the needs of both bullied and bullying children
- Seek support from or report cases to relevant outside agencies in serious cases

### **Children will:**

- Make the right choices in their behaviour towards their peers
- Tell an adult of any witnessed incident of bullying
- Tell an adult if they have been the victim of bullying behaviour

### **Parents will:**

- Tell the school of any concerns regarding bullying of their own or another child in the school as soon as possible
- Report promptly any signs of bullying to the school
- Co-operate with the school in the investigation and resolution of incidents of bullying
- Allow the school to investigate and resolve issues around behaviour or bullying – approaching other people's children directly is not acceptable

### **Related policies:**

- *Q1E Child Protection and Safeguarding Policy*
- *Belleville Behaviour Policy*