



# Loddington C of E Primary School

## Anti-Bullying Policy

<b>Date of implementation:</b> September 2021	<b>Review Frequency:</b> Annually
<b>Written by:</b> Helen Dowsett & Beth Cook	<b>Approved by:</b> Loddington Academy Governance Committee (AGC)

## **Our Vision & Values:**

At Loddington C of E Primary School, we strive to ensure that all of our children enjoy school in our happy, welcoming environment. Through our engaging curriculum and placing Christian Values at the heart of all we do, we hope to inspire children to become confident and caring individuals who live life in all its fullness. We strongly believe that we must provide a holistic, respectful and child centred experience that allows each and every child to achieve their full potential.

*Jesus said "I have come that they may have life, and have it in all its fullness."  
(John 10:10).*

*"Our School has no power and love without the showing of our values"*

We aim to:

- provide many and varied opportunities for learning, always recognising and developing the abilities, talents and diversity of each individual.
- celebrate the achievements of each and every child encouraging them to be the best they can be.
- further develop the school as a unique and diverse community set at the heart of the wider community it serves.
- to develop the children as responsible citizens who are equipped to meet the challenges of the future in an ever-changing multi-cultural society.
- embed Christian values in everything we do.

We seek to create a caring, Christian learning environment at our school through promoting our school values:

- Respect
- Perseverance
- Friendship
- Honesty
- Trust
- Peace

These Christian virtues also closely correlate to those which we consider to be the core British Values and which we also seek to instil in our children. This will ensure that they understand the importance of respect and leave school fully prepared for life in modern Britain. These British Values are:

- Supporting democracy
- Following the rule of law,
- Celebrating and appreciating individual liberties
- Having mutual respect for, and tolerance of, those with different faiths and beliefs.

Loddington C of E Primary School has a robust view on bullying and the embedding of our vision and values into school life means that bullying incidents are rare, our dealing with it directly affects the wellbeing and happiness of those being bullied. We seek to support and resolve the issue rapidly. For the bully, we seek to educate and show the child an alternative, better route. All of our children make choices about the actions and the words they use; there is always an impact and only they can control whether this is a positive or negative impact. This policy seeks to support children hurt by poor choices and support others in taking responsibility for those choices, helping all to move on harmoniously and responsibly.

Please note: this policy deals with persistent incidents of bullying. Initial allegations of poor behaviour and any incidents of poor behaviour will be dealt with according to the Behaviour Policy.

It is important to note that bullying is defined, by County, as 'persistent, regular, conscious intimidation by someone who has power over another person.'

The school does not tolerate bullying of any kind. When we are made aware that an act of bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour. This involves talking to the children to establish points of view from both sides, talking to all concerned staff and the victim's parents. If the behaviour continues then the Headteacher will speak with the parents of the offending children concerned, as well as with the victim's parents.

All staff are vigilant to instances of different types bullying. Awareness of bullying and bullying situations is regularly discussed in whole class worship and through PHSE lessons. Issues are always pursued by the class teacher or Headteacher when they occur. The victim will be listened to and involved in dialogue with the Headteacher and parents. They will be supported at all times.

All parents need to be informed regularly of the need to report such incidents. It is often not a clear-cut case of one child bullying another and all parties need reminding that situations are very complex.

Parents of children involved in bullying will be informed calmly, clearly and concisely. The school will explain their sanctions and expect support from the home. No incident will be held against any pupil for a prolonged period of time and parents will be reassured of this.

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied. If bullying is allowed it harms the perpetrator, the target and the whole school community and its secure and happy environment.

The nature of bullying can be:

- Physical (e.g. hitting, kicking, pushing or inappropriate/unwanted physical contact)
- Verbal (e.g. name calling, ridicule, comments)
- Cyber (e.g. messaging, social media, email)
- Emotional/indirect/segregation (e.g. excluding someone, spreading rumours)
- Visual/written (e.g. graffiti, gestures, wearing racist insignia) | Damage to personal property
- Threat with a weapon
- Theft or extortion

Bullying can be based on the following:

- Race (racist bullying)
- Sexual orientation (homophobic or biphobic)
- Special educational needs (SEN) or disability
- Culture or class
- Gender identity (transphobic)
- Gender (sexist bullying)
- Appearance or health conditions
- Religion or belief
- Related to home or other personal circumstances
- Related to another vulnerable group of people (Traveller community for example)

Bullying outside of school

Bullying is unacceptable and will not be tolerated, whether it takes place inside or outside of school. Bullying can take place on the way to and from school, before or after school hours, at the weekends or during school holidays, or in the wider community. The nature of cyber bullying in particular means that it can impact on pupil's wellbeing beyond the school day. Staff, parents and carers, and pupils must be vigilant to bullying outside of school and report and respond according to their responsibilities outlined in this policy.

Cyber bullying

This is sending or posting harmful or cruel text or images using the internet or other digital communication devices.

How we identify cyber bullying- The Seven Categories of Cyber Bullying:

- Text message bullying involves sending unwelcome texts that are threatening or cause discomfort.
- Picture/video-clip bullying via mobile phone cameras is used to make the person being bullied feel threatened or embarrassed, with images usually sent to other people. 'Happy slapping' involves filming and sharing physical attacks.

- Phone call bullying via mobile phone uses silent calls or abusive messages. Sometimes the bullied person's phone is stolen and used to harass others, who then think the phone owner is responsible. As with all mobile phone bullying, the perpetrators often disguise their numbers, sometimes using someone else's phone to avoid being identified.
- Email bullying uses email to send bullying or threatening messages, often using a pseudonym for anonymity or using someone else's name to pin the blame on them.
- Chat room bullying involves sending menacing or upsetting responses to children or young people when they are in a web-based chat room.
- Bullying through instant messaging (IM) is an Internet-based form of bullying where children and young people are sent unpleasant messages as they conduct real-time conversations online (i.e. Facebook, Twitter, etc.).
- Bullying via websites includes the use of defamatory blogs (web logs), personal websites and online personal polling sites. There has also been a significant increase in social networking sites for young people, which can provide new opportunities for cyber bullying.

How we as a school deals with Cyber Bullying:

Staff - all incidents should be reported to the Headteacher who will then ensure the person being bullied is being supported, take responsibility for investigating and managing the incident and for contacting the police if appropriate.

Pupils - procedures will be followed in line with school policies.

When responding to cyberbullying concerns, the school will:

- Act as soon as an incident has been reported or identified.
- Provide appropriate support for the person who has been cyberbullied 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:

  - Support reports to a service provider 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 searching and confiscation policy. (Note: Schools should ensure they access the DfE 'Searching, screening and confiscation at school' and Childnet cyberbullying 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.
- Ensure that sanctions are applied to the person responsible for the cyberbullying; the school will take steps to change the attitude and behaviour of the bully, as well as ensuring access to any additional help that 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; o helping those involved to think carefully about what private information they may have in the public domain.

### **Aims and Objectives**

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

### **The Role of Governors**

The Academy Governance Committee (AGC) supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the AGC does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The AGC monitors any incidents of bullying that occur through discussion with the Headteacher, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The AGC responds as quickly as possible but within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks them to conduct an investigation into the case and to report back to a representative of the AGC.

### **The Role of the Head Teacher**

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request. In the event of a parent reporting alleged bullying, the Headteacher will respond to the parent by the end of that working day.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour. This features regularly in class/whole school worship as well as featuring throughout the curriculum.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. This takes place at Staff meetings and Training days.

The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

### **The Role of the Class Teacher**

Teachers/other adults in our school take all forms of bullying seriously, and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and share with one another details of incidents that occur out of class.

If teachers/other adults witness an act of bullying, they do all they can to support the child who is being bullied and will speak with the offending pupil/s. The Headteacher is informed and will reinforce the behaviour policy. Parents of both children will be informed after discussion with the children.

If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately. This may involve counselling and support for the victim of the bullying, and punishment for the child who has carried out the bullying. We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we endeavour to help the child change their behaviour in future. The Headteacher is informed and may then invite the child's parents into the school to discuss the situation. In more extreme cases, for example where these initial discussions have proven ineffective, the Headteacher may contact external support agencies such as the social services.

Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

### **The Role of Parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or Headteacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

Should a child allege bullying, then the incident is always investigated by the class teacher in the first instance. If the parents / child report it directly to the Headteacher then they investigate the incident.

The parents are informed by the end of the day the outcome of that investigation and are encouraged to monitor their child for a few weeks, reporting any instances of bullying back into school immediately. The perpetrator is dealt with through the use of the Behaviour policy.

### **Monitoring and Review**

This policy is monitored on a day-to-day basis by the Headteacher, who reports to AGC about the effectiveness of the policy on request.

This anti-bullying policy is the governors' responsibility and they review its effectiveness every year, or sooner if required. Following an incident of bullying, the Headteacher will report to the AGC. Persistent bullying will be recorded onto a bullying log and also SIMs. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents.