

Standens Barn Primary School

Anti-Bullying Policy

Based on the KIDSCAPE Anti-Bullying Top Tips and information for school staff



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ANTI-BULLYING POLICY

Statement of Intent

A healthy lifestyle is central to the whole school ethos at Standens Barn Primary. Our motto is '**My Best, Your Best, Our Best**'; and the word **BEST** represents our core values - **B**rave, **E**nthusiastic, **S**afe and **T**houghtful. These core values are used to promote physical and emotional well-being through a series of school, year group and class assemblies. **BEST** is also the foundation of our Behaviour Policy and teachers make links to our core values across the curriculum whenever it is relevant. The children use **BEST** when reflecting on our core values and use them to improve aspects of their behaviour to ensure that both they and others are able to lead happier, healthier lifestyles. The children have a clear understanding of **BEST** and talk about our core values with confidence.

Standens Barn Primary School is committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. **Bullying of any kind is unacceptable and will not be tolerated at our school.** If bullying does occur, all pupils should be able to tell and know that incidents will be dealt with promptly and effectively.

We are a 'telling' school. This means that anyone who knows that bullying is happening is expected to tell the staff. The children use the strategy of **STOP**:

Start Telling Other People.

Bullying is Several Times On Purpose.

What Is Bullying?

Bullying is any behaviour that is intended to hurt, is repeated and where it's hard for the person or people on the receiving end to defend themselves (in other words - the bully has the power). Children are most often bullied by other children, but can also be bullied by adults.

Hurtful behaviour takes many forms. Bullying can also be physical and emotional, and can take place face to face and online (cyberbullying).

Children that bully very often target any kind of perceived 'difference'. Sadly this means that disabled children and those with special educational needs, children with any kind of disfigurement, young carers, children in care, children from a minority ethnic background, children living in poverty, children who are bereaved, children with allergies, children who do not conform to gender 'norms' or are exploring their sexuality are very often targets.

Examples of bullying are:

Emotional	Being unfriendly, excluding, tormenting (e.g. hiding books, menacing gestures).
Physical	Pushing, kicking, hitting, punching or any use of violence
Racist/religious/cultural	Racial/religious/cultural taunts, graffiti, gestures
Sexual	Unwanted physical contact or sexually abusive comments
Homophobic	Because of, or focussing on the issue of sexuality
Verbal	Name-calling, sarcasm, spreading rumours, teasing
Online	All areas of online use, such as email & internet chat room misuse. Mobile threats through apps, messaging & calls. Misuse of associated technology, i.e. camera & video facilities
SEN/Disabilities inc. appearance or health conditions related to home circumstances	Negative taunts and any of the above

Why is it important to respond to Bullying?

Bullying hurts. No one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving.

We have a responsibility to respond promptly and effectively to issues of bullying.

Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- All governors and teaching and non-teaching staff should know about this school policy and follow it when bullying is reported.
- All pupils and parents should know what the school policy is on bullying, and what they should do if bullying arises.
- As a school we take bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported.
- Bullying will not be tolerated.

Signs and Symptoms

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of possible signs and that they should investigate if a child:

- Is frightened of walking to or from school.
- Changes in their usual routine.
- Is unwilling to go to school.
- Begins to truant.
- Becomes withdrawn anxious or lacking in confidence.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Begins to do poorly in schoolwork.
- Comes home with clothes torn or books damaged.
- Has possessions which are damaged or "go missing" on a regular basis (eg 2/3 times a week).
- Asks for money or starts stealing money.
- Becomes aggressive, disruptive or unreasonable.
- Is bullying other children or siblings.
- Stops eating.
- Is frightened to say what's wrong.

- Gives improbable excuses for any of the above.
- Is afraid to be online or use mobile phone.
- Is nervous & jumpy when a cyber message is received.

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Procedures:

- A pupil is able to report an incidence of bullying to a member of staff
- Reassure. Let the child know this is not their fault.
- Pupils and/or parents who are bystanders are encouraged and have the responsibility to report any incidences of bullying that happen within school grounds.
- Teaching staff will discuss the issue with the child when they report anything and use this information to make the next decision.
- Inform the Head Teacher/Deputy Headteacher as soon as possible
- Staff will record incidents, discussions and actions on My Concern.
- In serious cases, parents will be informed as soon as possible and will be asked to come in to a meeting to discuss the problem.
- If necessary and appropriate, police will be consulted.
- If mobile phones are used in an inappropriate manner or to bully (pictures, texts, video) the mobile phone will be confiscated.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour.

The person with responsibility for 'Bullying' in terms of recording and analysing patterns is the DSLs alongside and with the Deputy Headteacher and the Head Teacher. Any recurrent patterns will be shared with the appropriate teaching staff and steps will be taken to address these issues.

Outcomes

- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place; this may lead to a behaviour plan being put into place.
- In serious cases, or where the plan has failed then, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled so the perpetrator understands the impact of their behaviours on the victim.
- After the incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- The victim will be monitored by the class teacher and if necessary further support work will be undertaken by a DDSL or Learning Mentor- for example a 'Protected Behaviour Programme'

Children bully for many reasons. Sometimes it is because they are popular and well liked and want to hold that position, or it can be the opposite - they are feeling hurt and insecure and take it out on others. Sometimes children who are being bullied then bully others. We are all capable of bullying behaviour. Help the child to see the hurt they have caused and be clear it needs to stop. Talk to them about why they were doing it and explore what may have been driving the behaviour. Be alert to any potential safeguarding issues (e.g. the child is experiencing violence in the home or violence from peers). Teach them positive ways they can make friends and keep friends without hurting other people. Encourage them to turn it around by now being the person that sticks up for other people who are sad or lonely. They can use their power for good!

Prevention

We will use the following methods (Kidscape) for helping children to prevent bullying. As and when appropriate, these may include:

- Reinforcing the school motto of BEST and code of conduct, which are the basis for the school rules.
- Signing a home school agreement.
- Explored and reinforce STOP and BEST during assemblies.
- Having regular and repeated discussions about bullying and why it matters.
- Young Leaders and Magnificent Mind Champions are used at lunch times alongside lunchtime staff to ensure the inclusion of all children.
- Regular work is undertaken through our robust curriculum (SCARF & No Outsiders) during the school year to ensure that children are aware of what bullying is and a strong focus is taken throughout the year both in the classroom and in whole school assembly.

Bullying Other Than That of Child to Child

Bullying of staff by staff is covered by a separate policy. This indicates what will be done should a member of staff feel they are being bullied or harassed by another member of staff.

Bullying or harassment of staff by parents should be reported to the Headteacher or in the case of the Headteacher to Helen Williams, CEO of InMAT.

Links to Other Policies

The Anti-bullying Policy is closely related to:

- Safeguarding Policy
- Behaviour Policy
- Whistle Blowing Policy
- SEND policy
- Staff Code of Conduct Policy
- Online Policy