



Whittingham
C of E PRIMARY SCHOOL

Whittingham C of E Primary School Anti Bullying Policy

Introduction

This document was developed during the Spring Term 2021

It was approved by the governing body in the Spring Term 2021

This policy will be reviewed **annually and any amendments noted**

A schedule for the review of this, and all other policy documents is set out in the school's cycle of policy reviews.

This policy was reviewed in November 2022 and will be ratified by governors Spring 2023.

Our School Vision:

The children know these as the 3R's:

'Hand in hand together we will become **resilient**, **respectful** and **responsible** citizens of our community and the wider world.'

Our School Aims and Values

To provide an open, secure and welcoming Christian environment for each pupil. This is expressed through daily worship which acknowledges the presence of God in our lives.

To further develop and value the partnership that exists between school and the local churches through sharing weekly worship and to encourage an appreciation of the Christian faith and a familiarity with the local Christian heritage.

To care for each pupils' safety, happiness and well-being.

To value our pupils as individuals, developing their ability to take responsibility for themselves and their actions, promoting confidence and self-esteem, and respect for others and their environment.

To equip our pupils with the knowledge to make informed choices about having a safe and healthy lifestyle.

To offer opportunities for our pupils to become involved in the daily life of the school and to prepare them to play an active role as citizens locally and in the wider world.

To provide a learning environment, which is challenging and stimulating yet ordered and disciplined.

To provide a broad and balanced curriculum, setting realistic targets for each pupil.

To extend and reinforce our pupils learning, making expectations clear, and raising achievement levels.

To develop and maintain a mutually supportive partnership between home and school.

Rationale

We believe that everyone is equal and we treat each other with dignity and respect.

Our school is a place where everyone should be able to flourish in a loving and hospitable community.

Aims and purpose of the policy

To ensure a secure and happy environment free from threat, harassment, discrimination or any type of bullying behaviour.

To create an environment where all are treated with dignity and respect and where all members of the school community understand that bullying is not acceptable.

To ensure a consistent approach to preventing, challenging and responding to incidents of bullying that occur.

To inform pupils and parents of the school's expectations and to foster a productive partnership which helps to maintain a bullying-free environment.

To outline our commitment to continuously improving our approach to tackling bullying by regularly monitoring and reviewing the impact of our preventative measures.

[Related policies – Behaviour Policy, Equality Policy Safeguarding Policy.]

Definition of bullying

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. To help children understand what bullying means we use the phrase 'Bullying is something that is repeated again and again'.

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

Persistent Bullying

Bullying can be based on any of the following things:

Race (racist bullying)

Sexual orientation (homophobic or bi phobic)

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

Reporting bullying

We encourage our children to be comfortable to speak to all known adults in school. In addition to this throughout the school there are posters of the safeguarding team who are identified as people who keep the children safe. We encourage the children to do this verbally. However, they may wish to do this in a written form or tell their peers, all of which are fine.

Reporting – roles and responsibilities

Staff

All staff have a duty to challenge bullying (including HBT bullying and language) report bullying, be vigilant to signs of bullying and play an active role in the school's efforts to prevent bullying.

Senior staff [The Deputy Headteacher (Neil Charlton) and the Headteacher (Belinda Athey) have overall responsibility for ensuring that the anti-bullying policy is followed by all members of staff and that the school upholds its duty to promote the safety and wellbeing of all young people and can be spoken to in person or contacted 01665574222 or Belinda.athey@whittingham.northumberland.sch.uk neil.charlton@whittingham.northumberland.sch.uk

Parents/carers

Parents and carers also have a responsibility to look out for signs of bullying (e.g. distress, feigning illness, lack of concentration). Parents can contact the class teacher via Tapestry or Class Dojo or in person and also contact the SLT in person or on the emails detailed above.

Pupils

At our school we do not tolerate bullying in any form. Pupils should not take part in any kind of bullying and should watch out for signs of bullying among their peers. Pupils should never be bystanders to incidents of

bullying- they should offer support to the victim and encourage them to report it.

Responding to bullying

When bullying has been reported, the following actions will be taken:

Staff will record the bullying in the Behaviour Log which is on google drive and they will also report the incident via the bullying and racist incident reporting form (attached) to the SLT and Office Manager

Designated school staff (NC and BA) will monitor incident reporting forms and information recorded on the google drive, analysing the results as necessary. Any incidents will be reported to Chair / Vice Chair of Governors during the half termly meeting.

Support will be offered to the target of the bullying from the DHT, Neil Charlton or Headteacher, Belinda Athey if not available

Staff will proactively respond to the bully who may require support from the SLT, in line with our school behaviour policy using a restorative approach.

Staff will assess whether parents and carers need to be involved.

Staff will assess whether any other authorities (such as police of local authority) need to be involved, particularly when actions take place outside of school.

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 pupils 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.

Derogatory language

Derogatory or offensive language is not acceptable and will not be tolerated. This type of language can take any of the forms of bullying listed in our definition of bullying. It will be challenged by staff and recorded and monitored on the behaviour log (paper based or on Google drive), report to DHT Neil Charlton and follow up actions and sanctions, if appropriate, will be taken for pupils and staff found using any such language.

Language Regarding Gender and Identity

Derogatory language regarding gender and identity may be used and if used in this way it is not acceptable. Staff may find the following links helpful with regards to gender and identity to enable them to respond effectively in this case.

<https://service-manual.nhs.uk/content/inclusive-language>

<https://www.stonewall.org.uk/help-advice/faqs-and-glossary/glossary-terms>

Prejudice based incidents

A prejudice based incident is a one-off incident of unkind or hurtful behaviour that is motivated by a prejudice or negative attitudes, beliefs or views towards a protected characteristic or minority group. It can be targeted towards an individual or group of people and have a significant impact on those targeted. All prejudice based incidents are taken seriously and recorded and monitored in school, with the headteacher regularly reporting incidents to the governing body. This not only ensures that all incidents are dealt with accordingly, but also helps to prevent bullying as it enables targeted anti- bullying interventions.

School strategies to prevent and tackle bullying

We use a range of measures to prevent and tackle bullying including:

Our school vision is at the heart of everything we do and ensures that all members of the school community are respected and valued as unique individuals

Through regular lessons, acts of worship and day to day conversations we to aim ensure that all pupils understand our ethos regarding anti bullying and know how to report bullying.

The PSHE / RHE programme of study (updated for September 2020) includes regular opportunities for pupils to understand about different types of bullying and what they can do to respond and prevent bullying. It also includes opportunities for pupils to learn to value themselves, value others and appreciate and respect difference.

Collective worship explores the importance of inclusivity, dignity and respect as well as other themes that play a part in challenging bullying.

Through a variety of planned activities and time across the curriculum pupils are given the opportunity to gain self- confidence and develop strategies to speak up for themselves and express their own thoughts and opinions.

Circle time / or registration time for older pupils provides regular opportunities to discuss issues that may arise in class and for teachers to target specific interventions.

Stereotypes are challenged by staff and pupils across the school.

Working with parents and carers, and in partnership with community organisations to tackle bullying where appropriate.

Training

The headteacher is responsible for ensuring that all school staff (including teaching assistants, and midday supervisors) receive regular training on all aspects of the anti-bullying policy.

Monitoring the policy

The headteacher, Belinda Athey and anti-bullying lead, Neil Charlton is responsible for monitoring the policy on a day-to-day basis. The headteacher/anti-bullying lead is responsible for monitoring and analysing the recorded data on bullying. Any trends should be noted and reported.

Evaluating and reviewing

The headteacher is responsible for reporting to the governing body (and the local authority where applicable) on how the policy is being enforced and upheld, via the SLT's half termly meetings. We will also review this policy with parents and carers as part of our planned Parent / Carer Workshop in March 2023.



Appendix A – added November 2022. To be used once policy has been ratified
Bullying and prejudice related incidents report form proforma

Every bullying or prejudice related incident should be recorded on a form such as this or directly on the school database. The categories on the form should match the categories for selection on the central log/database.

This form is for staff to complete

Section 1: Staff details

Date completing form:

Name of staff:

Email address of staff:

After completion this form needs to be handed to Neil Charlton

Section 2: Details of incident

If you are unsure of the category (for example whether it is homophobic or biphobic bullying) then you can tick all that you think may apply and simply explain the details.

Bullying **Prejudice related incident**

Nature of incident: Tick all that apply

- 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
 - Persistent Bullying

Action taken:

