



South Molton United Church of England Primary School

Anti-bullying Policy

Reviewed by Teaching and Learning
Committee 15th November 2022
Next Review Autumn 2023

South Molton United Church of England Primary School **Anti-bullying policy**

The aim of our anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated at our school. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at our school and in the wider community.

Our school vision states -

"At South Molton United Church of England Primary School, children have a sense of belonging in a supportive, happy environment, where their range of talents will be nurtured, enabling them to flourish and achieve excellence.
Every child is valued as a unique person and can develop their sense of discovery, expectation and wonder.

We embrace Christian values, which enable us to be compassionate and responsible members of our community and make positive contributions to society."

Our school motto is

"Uniquely different, united together, universally prepared." This means that all children are valued as unique individuals and that uniqueness is celebrated. We are united together as a school community and that we are each better with the support of our community.

Our school values are

Friendship, Justice, Trust, Forgiveness, Humility, Thankfulness, Hope and Compassion.

Bullying in any form has no place in our school community.

The purpose of this policy is:

- To prevent bullying from happening between children and young people who are a part of our organisation or take part in our activities.
- To make sure bullying is stopped as soon as possible if it does happen and that those involved receive the support that they need.
- To provide information to all staff, volunteers, children and their families about what we should all do to prevent and deal with bullying.

The definition offered on the Anti Bullying Alliance website is:

Bullying is a subjective experience and can take many forms, making it extremely difficult to define. Children, young people and adults can instigate bullying. The nature of bullying is changing and evolving as technology develops.

Bullying is harmful to all involved, not just the bullied, and can lead to self-doubt, lack of confidence, low self-esteem, depression, anxiety, self-harm and sometimes even suicide. Bullying generally fits into one of two categories: emotionally or physically harmful behaviour.

This includes: name-calling; taunting; mocking; making offensive comments; kicking; hitting; pushing; taking belongings; text messaging; emailing; gossiping; excluding people from groups; and spreading hurtful and untruthful rumours.

Definitions are different and individuals have different experiences; however, from the accounts we have heard from children and young people we consider bullying to be:

- *Repetitive, wilful or persistent*
- *Intentionally harmful, carried out by an individual or a group*
- *An imbalance of power leaving the victim feeling defenceless*

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

We believe that:

- Children and young people should never experience abuse of any kind.
- We have a responsibility to promote the welfare of all children and young people, to keep them safe and operate in a way that protects them.

We recognise that:

- Bullying causes real distress and affects a person's health and development.
- In some instances, bullying can cause significant harm.
- All children, regardless of age, disability, gender reassignment, race, religion or belief, sex or sexual orientation, have the right to equal protection from all types of harm or abuse.
- Everyone has a role to play in preventing all forms of bullying (including online) and putting a stop to bullying.

We will seek to prevent bullying by:

- Applying our behaviour policy, which sets out expected behaviour and conduct within the school community.
- Holding regular discussions with staff, volunteers, children and young people about bullying and how to prevent it.
- Providing support and training for all staff and volunteers on dealing with all forms of bullying, including racist, sexist, homophobic, transphobic and sexual bullying.
- Putting clear and robust anti-bullying procedures in place.

Our regular discussions with staff, volunteers, children and young people and families will focus on:

- Group members' responsibilities to look after one another and uphold the behaviour code.
- Practising skills such as listening to each other
- Respecting the fact that we are all different
- Making sure that no one is without friends
- Dealing with problems in a positive way
- Checking that our anti-bullying measures are working well

Diversity and Inclusion:

We recognise that bullying is closely related to how we respect and recognise the value of diversity. We will be proactive about:

- Seeking opportunities to learn about and rate difference
- Increasing diversity within our staff team, volunteers, children and young people.
- Welcoming new members to our school community

Statutory duty of schools

Headteachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

Implementation

Schools

The following steps may be taken when dealing with incidents:

- if bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- a clear account of the incident will be recorded and given to the Headteacher
- The Headteacher will interview all concerned and will record the incident
- teachers will be kept informed and if it persists the teachers will advise the Headteacher
- parents will be kept informed
- appropriate measures in line with the school's behaviour policy will be used in consultation with all parties concerned

Pupils

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- reassuring the pupil
- offering continuing support
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened
- discovering why the pupil became involved
- establishing the wrong doing and need to change
- informing parents or guardians to help change the attitude of the pupil
- explicit guidance may be used to address and change this behaviour, including the use of behaviour plans and the involvement of the behaviour support team (Example: use of social stories.)

The following disciplinary steps can be taken:

- official warnings to cease offending
- detention
- exclusion from certain areas of school premises
- minor fixed-term exclusion
- major fixed-term exclusion
- permanent exclusion

Within the curriculum generally the school will raise the awareness of the nature of bullying through class time and through the general teaching and

Ethos of the school, Collective Worship and subject areas, as appropriate, in an attempt to eradicate such behaviour.

Monitoring, evaluation and review

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.