



## Anti-bullying Policy

Date of Governor Approval:	April 2024	Date for Next Review:	April 2025
Signed by:	(Chair of Governors)		

### Our School Commitment

Stanton Community Primary School is a community made up of children, staff, parents and carers. Each individual's behaviour and attitude influences and affects the other members of this community. Our aim is to be 'united to STOP bullying'.

### Child on Child Abuse

All staff at Stanton Community Primary School recognise that children are capable of abusing their peers. We ensure that any form of abuse or harmful behaviour is dealt with immediately and consistently to reduce the extent of harm to the young person, with full consideration to impact on that individual child's emotional and mental health and well-being.

### Ethos and Values of The School

Our values are

***Cooperation***

***Happiness***

***Honesty***

***Kindness***

***Positivity***

***Resilience***

because we know that for children to achieve they need to feel safe, happy and cared for.

We achieve this by the whole community following our three guiding principles of:

***Being Ready***

***Being Respectful***

***Being Safe.***



## **Our Definition of Bullying – Appendix 1**

To support the children's understanding we define bullying as any behaviour that is intended to hurt and happens **Several Times On Purpose (STOP)**.

To help us stop bullying we need to **Start Telling Other People (STOP)**.

For the adults determining whether an incident is bullying we check to see if the behaviour is Repetitive, Hurtful, Intentional and whether there has been a Power Imbalance.

## **Understanding Bullying Behaviour**

Bullying can be:

**Physical** – hitting, kicking, biting; made to give up money or property; being forced to do something they don't want to do.

**Verbal** – being teased in a nasty way, called gay, insulted about appearance, race, religion or culture, called names or having offensive comments made.

**Emotional /Indirect** – having nasty stories told about them; being left out, ignored or excluded from groups.

**Electronic / 'cyberbullying'** – via text message; via instant messenger services, gaming and social media network sites; via email; images or videos posted on the internet or spread via mobile phones or other electronic devices.

It is important to understand that there will be occasions when some of the above may happen to us but although this is not appropriate behaviour it is not bullying unless it happens **Several Times On Purpose**.

## **Bullying and Discrimination**

In line with the Equality Act 2010 our school adheres to the following three aspects of the General Duty:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between people who share a protected characteristic and those who do not
- Foster good relations between people who share a protected characteristic and those who do not

We recognise that although anyone can be bullied for almost any reason or difference, some people may be more vulnerable to bullying than others. Bullying can be related to:

- Race, religion or culture
- Special educational needs or disabilities (SEND)
- Being of higher ability
- Appearance or health conditions
- Sexual orientation
- Being a young carer, looked after child or otherwise related to home circumstances
- Gender



## **Places and Spaces**

Bullying may happen not only in school but also outside of the school environment and this policy covers all those places and spaces in including:

- The journey to and from school
- The local community
- In extracurricular activities
- Online including at home

The school has powers to discipline for behaviours outside of school hours if the behaviour means this policy is not being followed.

This could include contacting parents / carers, consequences in school or contacting outside agencies for support e.g. the police, social care or behaviour services.

## **Prevention**

The ethos of our school is to be a kind, caring and respectful community so everybody can be happy and learn to the best of their ability. We have a shared understanding of the signs and symptoms that indicate someone may be experiencing bullying and a zero tolerance for offensive language or comments.

There is clear guidance for staff and pupils on appropriate physical boundaries and age appropriate education for all the children on consensual touch. We have created a safe space for children who may feel lonely or isolated if needed and we will use external support e.g. NSPCC and Childline.

Inclusion and bullying issues and celebrating differences are promoted in:

- Our choice of whole class texts in our English curriculum
- Our Jigsaw PSHE lessons
- Our oracy assemblies using Votes for Schools
- Our school displays

## **Reporting Bullying**

### **Children**

Children are able to report any incidents of bullying directly to their class teacher, teaching assistant, our Emotional Support Worker or any other adult they feel they want to talk to.

We also have a post box outside The Lodge where children can leave messages and year 5 and 6 also have a message box system that is checked daily by our Emotional Support Worker.

The children can also talk to one of their peer Anti-bullying Ambassadors that are visible in the playground every day.



## Parents

Parents can message class teachers directly via Class Dojo. Alternatively they can email staff, including the Deputy Head and Head teacher via the school office. We also have a school complaints procedure.

## Teachers

Teachers keep a record on CPOMS of all incidents that they are aware of either in school, on the way home, outside of school or online. This record is kept on children's individual records on CPOMS.


## Responding to Bullying

We all have a role to play in responding to a bullying situation. This includes the bystander who needs to take positive action to show that they are not in support of the bullying behaviour e.g. by alerting an adult, leading the person experiencing bullying to a safe place.

The school has created safe, confidential spaces for children and parents to share their experiences and concerns with a focus on the impact the behaviour is having and the help they need from the school to make the bullying stop.

If staff become aware of any bullying taking place between the children, we deal with the issue immediately using our school 'Restorative 5' questions below which every staff member has a copy of. The incident, concerns and actions will then be reported on CPOMS.

### THE RESTORATIVE 5



- What happened?
- What were you thinking at the time?
- How did this make people feel?
- Who has been affected?
- What should we do to put things right?

We will share our concerns with parents and carers by having a discussion with them either face to face, online or on the phone.

If a child is repeatedly involved in bullying, we inform the Senior Leadership Team and the Emotional Support Worker. We then invite the child's parents into school to discuss the situation. If children are being harmed or threatened with harm then small group, supportive playtimes are used so a child



can learn how to be with other children in a social situation. In more extreme cases, where all in school support has proven ineffective, we will contact external support agencies.

Bullying rarely takes place in isolation and there are regular times in our PSHE sessions and during our assemblies when work and discussion happens with a wider group of children.

## **Measuring Impact**

We will measure the impact of this policy to ensure it's effectiveness by:

- Holding weekly meetings with the Anti-bullying ambassadors
- Termly monitoring of incidents and responses
- Termly discussions as part of our Oracy assemblies
- Bullying a termly agenda item on the Full Governing Body meeting as part of the Safeguarding report
- Yearly surveys of children

## **Communication**

We will make it clear to children and parents that we take bullying seriously and that as a school community we work together to stop bullying. We will do this by sharing this policy on the website and class Dojo. We will celebrate the progress we make and the work of the Anti-bullying Ambassadors via the school newsletter.

## **Keeping Children Safe**

This policy should be read in conjunction with the following policies:

- Safeguarding policy
- Online Safety policy
- Peer on Peer Abuse policy
- Behaviour policy
- PSHE policy
- RE policy
- Equality policy