



Category: Statutory	Approved by Head Teacher:
For Review By: Headteacher/Head of School March 2022	<i>K E Russell</i>
Review Schedule: Annual	Overviewed by LGB:
Next Review Date: March 2023	

*We are all created unique and special.
He made us all perfect having our own uniqueness.
1 Peter 4:10-11 'God has given each of you a gift from his great variety of spiritual gifts.
Use them well to serve one another'.*

Anti-Bullying Policy

In line with our Christian ethos and in sympathy with 'Valuing All God's Children' and the 'Church of England Vision for Education': at Eton Porny C of E First School we are committed to providing a caring, friendly and safe environment for all of our pupils so that they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable 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 a staff member.

What is Bullying?

Bullying is the **repeated, persistent** and **deliberately harmful** behaviour towards others which can be **physical, verbal or emotional**. Bullying makes individuals feel uncomfortable, unhappy and unsafe. It could involve individuals or groups of people.

Bullying can be:

- **Emotional:** Being unfriendly, excluding, tormenting (e.g. hiding books, threatening gestures)
- **Physical:** Pushing, kicking, hitting, punching or any use of violence
- **Racist:** Racial taunts, graffiti, gestures
- **Sexual:** Unwanted physical contact or sexually abusive comments
- **Homophobic, Biphobic, Transphobic:** Because of, or focussing on the issue of sexuality (sexual orientation)
- **Verbal:** Name-calling, sarcasm, spreading rumours, teasing
- **Cyber:** All areas of internet, such as email & internet chat room misuse
Mobile threats by text messaging & calls
Misuse of associated technology, i.e. camera & video facilities

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 all 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 what the school policy is on bullying, 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 these **possible** signs and that they should investigate if a child:

- changes 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 school work
- comes home with clothes torn or books damaged
- has possessions which are damaged or "go missing"
- asks for money or starts stealing money (to pay bully)
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home starving (money / lunch has been stolen)
- 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 use the internet or 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

1. Incidents need to be reported, investigated and evaluated therefore if you are concerned that your child is being bullied you must speak to a member of staff.
2. In cases of bullying which is judged as ongoing and "serious" parents will be informed and where appropriate a meeting will be called to discuss the inappropriate behaviour (**"serious" = repeated, persistent and deliberately harmful which is physical, verbal and/or emotional.**)
3. It is the expectation that all parents will work in partnership with the school to prevent bullying type behaviour.
4. The bullying behaviour or threats of bullying must be investigated and all efforts will be made to stop the bullying.
5. All attempts will be made to support the victim.
6. All attempts will be made to help the bully (bullies) change their behaviour.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences may take place in line with our Behaviour for Learning Policy.
2. Parents will work with the school to address their child's behaviour.
3. In serious cases, exclusion will be considered.
4. Support from professional outside agencies will be sought where considered appropriate.
5. If possible, the pupils will be reconciled using restorative approaches.
6. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

Prevention

We use our School Christian Values based learning, PSHE sessions and Collective Worship to support the prevention of bullying behaviour. As and when appropriate, these may include:

- An understanding that bullying is wrong and is not acceptable at school or in the wider community.
- Restorative Approaches.
- Social stories, writing stories or poems or drawing pictures about how to promote positive behaviour free from bullying.
- Use of puppets as a "distancing technique", enabling pupils to discuss personal issues without embarrassment.
- Reading stories about bullying or having them read to a class or assembly to discuss ways to prevent bullying and how the school will deal with any incidents.
- Consider drama and role play (e.g KIDSCAPE role-play examples)
- Having discussions about bullying and how it impacts on school life.

Dealing with allegations against pupils including peer on peer abuse

At Eton Porny C of E First School, we believe that all children have a right to attend school and learn in a safe environment. We recognise that children are capable of abusing their peers. In most instances, the conduct of pupils towards each other will be covered by this policy. Some allegations may be of such a serious nature that they may raise safeguarding concerns and these will be dealt with under the Child Protection and Safeguarding Policy and in line with Keeping Children Safe in Education (2021).

At Eton Porny, sexism and sexual harassment will not be tolerated and all pupils involved will be listened to and supported. When an allegation is made by a pupil against another pupil which features the type of behaviour outlined above, our school's response will be:

Proportionate, considered and supportive, decided on a case-by-case basis. Addressing behaviour as it happens will help all pupils understand what is and is not acceptable. Staff will listen to the victim(s) and their wishes will inform our response. From this, the school will make the final decision of the appropriate sanction. Different sanctions will be appropriate for different 'levels' of sexual harassment and sexist comments. We will address 'lower-level' incidents such as a sexist comment through education, our curriculum and the way our school promotes respect. We will balance the importance of safeguarding other pupils with the need to support, educate and protect the alleged perpetrator(s). In these incidents, we will consider:

- The age and developmental stage of the alleged perpetrator(s)
- The nature and frequency of the alleged incident(s)
- How to balance the sanction alongside education and safeguarding support (if necessary, these should take place at the same time)

HELP ORGANISATIONS:

Advisory Centre for Education (ACE)
Children's Legal Centre

0808 800 5793
0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4)

Parentline Plus

Youth Access

The Proud Trust

LGBT Foundation

Stonewall

Bullying Online

0845 1 205 204

0808 800 2222

020 8772 9900

www.theproudtrust.org

0345 3303030

0207 593 1850

www.bullying.co.uk

Kidscape website www.kidscape.org.uk for further support, links and advice.

Appendix 1

Procedure for dealing with incidents of bullying:

- Talk to the child who is the victim in the incident
- Encourage the child to describe what has happened or has been happening in order to get as many details as possible
- Reassure them that they have done the right thing by telling someone (victims of bullying often feel powerless and vulnerable to the extent that they can often feel that they deserve to be bullied)
- Talk to the alleged bully/bullies and ascertain their understanding and explanation of the incident/s
- If the alleged bully/bullies admit/s the behaviour he or she should be helped to recognise that his/her behaviour is unacceptable and an expectation established that the behaviour should stop. There should also be a consequence for the behaviour. The bully/bullies must also be made aware that if as a consequence of the victim telling someone the bully continues with their inappropriate behaviour then the consequences will be more severe. The restorative approach is used in these circumstances to ensure that the children responsible for the behaviour are aware of who is affected and how they are affected.

The consequences might include:

- Reflection room
- A written apology
- With-holding of a school activity
- Internal exclusion
- Fixed term exclusion

The consequence will depend on the severity of the bullying.

- It is usually appropriate for both the victim and the bully/bullies to come together to discuss their feelings and the reasons why the situation has developed. If this is possible the bullying may be resolved amicably through the restorative approach.
- The parents of all parties should be contacted and informed of the situation and the action taken with regard to their own child. This may take the form of separate meetings with the member of staff dealing with the incident/s.
- Any incidents of bullying should be recorded electronically.
- Staff should regularly check with the victim to see if the behaviour has stopped.
- In the event of a child identifying a member of staff as the bully the matter must be referred directly to the Headteacher, unless the member of staff is the Headteacher, in which case the matter should be referred directly to the Chair of Governors.

The contents of this appendix is a poster for the children to support their understanding.



At Eton Porny, we promise to always
take bullying seriously

When is it bullying?

Several

Times

On

Purpose



Most importantly:

If you are being bullied, **Start Telling
Other People!**

Who can I tell?

A teacher, a friend, lunchtime staff,
playleaders or your parents