

# Anti-Bullying Policy



September 2024  
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# Anti-Bullying Policy

## Rationale

The Anti-Bullying Alliance defines bullying as:

*The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. Bullying can be physical, verbal or psychological. It can happen face-to-face or through cyberspace.*

We also recognise that peer-on-peer abuse is a form of bullying. This is defined in Keeping Children Safe in Education 2024 as follows:

“Peer on peer abuse is most likely to include, but may not be limited to:

- bullying (including cyberbullying, prejudice-based and discriminatory bullying);
- abuse in intimate personal relationships between peers;
- physical abuse such as hitting, kicking, shaking, biting, hair pulling, or otherwise causing physical harm (this may include an online element which facilitates, threatens and/or encourages physical abuse);
- sexual violence, such as rape, assault by penetration and sexual assault; (this may include an online element which facilitates, threatens and/or encourages sexual violence);
- sexual harassment, such as sexual comments, remarks, jokes and online sexual harassment, which may be standalone or part of a broader pattern of abuse

Peer on peer abuse is not tolerated in any way at our school, and all staff are trained to look out for its signs. Any incidents, or suspected incidents, or peer-on-peer abuse or bullying will be brought to the attention of the headteacher at the earliest opportunity and always on the same working day.

## Aims and objectives

Bullying is wrong and damages individual children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person’s responsibilities with regard to the eradication of bullying in our school. In doing so, we comply with Section 89 of the Education and Inspections Act 2006. Pupils are involved in aspects of the anti-bullying policy and the school-behaviour policy, and thus we meet Article 12 United Nations Convention on the Rights of the Child 1989. We follow the Equality Act of 2010 and thus staff will act to prevent discrimination, harassment and victimisation in the school.

## The role of governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying and to report to the governors on request about the effectiveness of school anti-bullying strategies.

The governing body responds within ten days to any request from a parent to investigate incidents of bullying. In all cases, the governing body notifies the Headteacher and asks him/her to conduct an investigation into the case and to report back to a representative of the governing body.

## The role of the Headteacher

It is the responsibility of the Headteacher to implement the school anti-bullying strategy and to ensure that all staff (both teaching and non-teaching) are aware of the school policy and know how to deal with incidents of bullying. The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.

The Headteacher ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. The Headteacher draws the attention of children to this fact at suitable moments. For example, assemblies will refer regularly to our school values of togetherness and respect; the definition of bullying will be shared and discussed with pupils at least once a year (usually during Anti-bullying week) and Headteacher may decide to use assembly as a forum in which to

discuss with other children why particular bullying behaviours are wrong, and what consequences the school is puts in place to keep all children safe. There are also regular reminders to all pupils about what to do if they are worried about anything, and we have a Worry Box system in place so that children can air worries anonymously or without having to approach an adult. This is explained to all children and even young children can put their name or just a letter from it in a worry box if they choose to.

The Headteacher ensures that all staff receive sufficient training to be equipped to deal with all incidents of bullying. The Headteacher sets the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.

The Headteacher will bring the anti-bullying policy to the attention of the pupils and the parents at least once a year.

All bullying incidents will be brought to the attention of the designated safeguarding lead (DSL) whether or not that is the Headteacher. The DSL will take appropriate action according to the type of incident. Where behaviour has been identified as falling under the definition of bullying this will normally always involve meetings with parents of any children involved, both as victims and perpetrators. Guidance will be followed from respected sources including the NSPCC and The Anti-Bullying Alliance.

### **The role of the teacher**

Teachers in our school take all forms of bullying seriously and intervene to prevent incidents from taking place. They document all logs on CPOMs and talk to the Senior leadership team if there are any patterns that they have noticed.

If teachers witness an act of bullying, they do all they can to support the child who is being bullied. The senior leadership team must be informed and, as with any behaviour incident where the senior leadership team is called upon, the the child's parents will be informed. This may be either by the teacher themselves or by the senior leadership team, as agreed at the time.

If, teachers become aware of any bullying taking place between members of a class, they will deal with the issue at the earliest opportunity. This may involve formal or informal counselling and support for the victim of the bullying and will always involve a consequence for the child who has carried out the bullying. Teachers or another suitable member of staff, such as a learning support assistant, will spend time talking to the child who has bullied: they will explain why the action of the child was wrong, and will endeavour to help the child change their behaviour in future. The senior leadership team will ensure that the parents or carers of both the 'victim' and the 'bully' will be involved throughout this process.

Teachers attend training as necessary, to ensure that they feel equipped to deal with incidents of bullying and behaviour management. Teachers are encouraged to raise training needs with the senior leadership team whenever they feel a need to do so.

Teachers use their professional skills to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, they aim to prevent incidents of bullying. Our Jigsaw curriculum for Personal and Social Education, and for Relationships Education, supports teachers in this work.

If bullying outside school is reported to school staff, it will be investigated and acted on according to advice given by The Anti-Bullying Alliance 2014, *'Bullying and the Law'*, and the DfE publication, ['Preventing and Tackling Bullying.'](#) This includes cyberbullying.

### **The role of parents**

Parents who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher or the headteacher immediately.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

**Pupils' Property**

Schools will search pupils' property if there is a risk of serious harm to another person, and the item(s) will be confiscated, without question. (Section 85 clause 3A of Education Act 2011)

**Police**

In the unlikely event of bullying being threatening, violent, constant harassment or anything involving hate crime, police participation may be necessary. Evergreen work closely with our local PCSO and will seek advice if and when needed.