Stafford Leys Community Primary School

Anti-Bullying Policy

Written May 2024
Reviewed and adopted in Nov 24 by the Local Advisory Board
Review on or before May 2027

Contents

Statement of Intent

At Stafford Leys, we are committed to providing a safe and respectful environment for all students, staff, and visitors. We believe that every child has the right to learn and thrive without fear of bullying. Bullying of any kind is unacceptable at our schools. 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 the staff.

Objectives of this policy

This policy outlines what Stafford Leys Primary School will do to prevent and tackle all forms of bullying. The policy has been adopted with the involvement of the whole school community. Stafford Leys Primary School is committed to developing an anti-bullying culture where the bullying of adults, children, or young people is not tolerated in any form.

Links with other policies and practices

This policy links with a number of other school policies, practices and action plans, including:
- Behaviour curriculum/policy
- Protocol for Recording Behaviour Incidents on Arbor
- Safeguarding policy
- Online safety policy and acceptable use policies (AUP)
- *Teaching and learning handbook/playbook*
- *Provision of information and data protection policy*
- *Inclusion policy*

Links with legislation

There are a number of pieces of legislation which set out measures and actions for schools in response to bullying, as well as criminal and civil law. These may include (but are not limited to):
- Behaviour in schools
- DfE guidance 2022
- The Education and Inspection Act 2006, 2011
- The Equality Act 2010
- The Children Act 1989
- Protection from Harassment Act 1997

- The Malicious Communications Act 1988
- Public Order Act 1986

Responsibilities

It is the responsibility of:
- The Headteacher to communicate this policy to the school community, to ensure that disciplinary measures are applied fairly consistently and reasonably.
- All staff, including Senior Leadership, teaching and non teaching staff, to support, to uphold and implement this policy accordingly.
- Parents/Carers to support their children and work in partnership with the school (see home school agreement).
- Pupils to adhere to the policy.

Definition of bullying

Bullying is "behaviour by an individual or a group, repeated over time that intentionally hurts another individual either physically or emotionally". (DfE "Preventing and Tackling Bullying", July 2017)
- Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours.
- This includes the same unacceptable behaviours expressed online, sometimes called online or cyberbullying. This can include: sending offensive, upsetting and inappropriate messages by phone, text, instant messenger, through gaming, websites, social media sites and apps, and sending offensive or degrading photos or videos.
- Bullying can be a form of child on child abuse and can be emotionally abusive; it can cause severe and adverse effects on children's emotional development.

Forms of bullying covered by this policy

Bullying can happen to anyone. This policy covers all types of bullying including:
- Bullying related to race, religion, nationality or culture
- Bullying related to SEND (Special Educational Needs or Disability)
- Bullying related to appearance or physical/mental health conditions
- Bullying related to sexual orientation (homophobic bullying)
- Bullying of young carers, children in care or otherwise related to home circumstances
- Sexist, sexual and transphobic bullying

- Bullying via technology, known as online or cyberbullying

School ethos

Stafford Leys Primary School's community recognise that bullying, especially if left unaddressed, can have a devastating effect on individuals; it can create a barrier to learning and have serious consequences for mental wellbeing. By effectively preventing and tackling bullying, our schools can help to create a safe, disciplined environment, where pupils are able to learn and fulfil their potential.

Purpose of the policy

- To promote the school's aims and values.
- To develop a positive and safe learning environment in which bullying will not be tolerated.
- To promote inclusion, mutual respect, self-esteem and self worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- To raise the standards of behaviour and levels of achievement of all.

Our School Community:

- Requires all members of the community to work with the school to uphold the anti-bullying policy.
- Recognises that some members of our community may be more vulnerable to bullying and its impact than others; being aware of this will help us to develop effective strategies to prevent bullying from happening and provide appropriate support, if required.
- Monitors and reviews our anti-bullying policy and practice on a regular basis alongside our behaviour curriculum.
- Supports staff to promote positive relationships, to help prevent bullying.
- Will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures our pupils are aware that bullying concerns will be dealt with sensitively and effectively; that everyone should feel safe to learn and adhere to the anti-bullying policy.
- Reports back to parents/carers regarding concerns on bullying, dealing promptly with complaints.
- Seeks to learn from good anti-bullying practice elsewhere.
- Utilises support from BEP, the Local Authority and other relevant organisations when appropriate.

Preventing bullying

The whole school community will:
- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others, which will be upheld by all through our Behaviour Curriculum.
- Recognise that bullying can be perpetrated or experienced by any member of the community, including adults and children

- Recognise the potential for children with SEN and disabilities to be disproportionately impacted by bullying and will implement additional pastoral support as required.
- Openly discuss differences between people that could motivate bullying, such as: children with different family situations, such as looked after children or those with caring responsibilities, religion, ethnicity, disability, gender, sexuality or appearance related difference.
- Challenge practice and language (including 'banter') which does not uphold the school values of tolerance, non-discrimination and respect towards others.
- Be encouraged to use technology, especially mobile phones and social media, positively and responsibly.
- Every opportunity to promote whole school initiatives such as Anti-Bullying Week.
- Work with staff, the wider community and outside agencies to prevent and tackle concerns including all forms of prejudice-driven bullying.
- Actively create "quiet spaces" for vulnerable children and young people alongside ELSA drop-in sessions in the nurture room at lunch time.
- Anti-Bullying is taught as discrete segments in our PSHE curriculum.
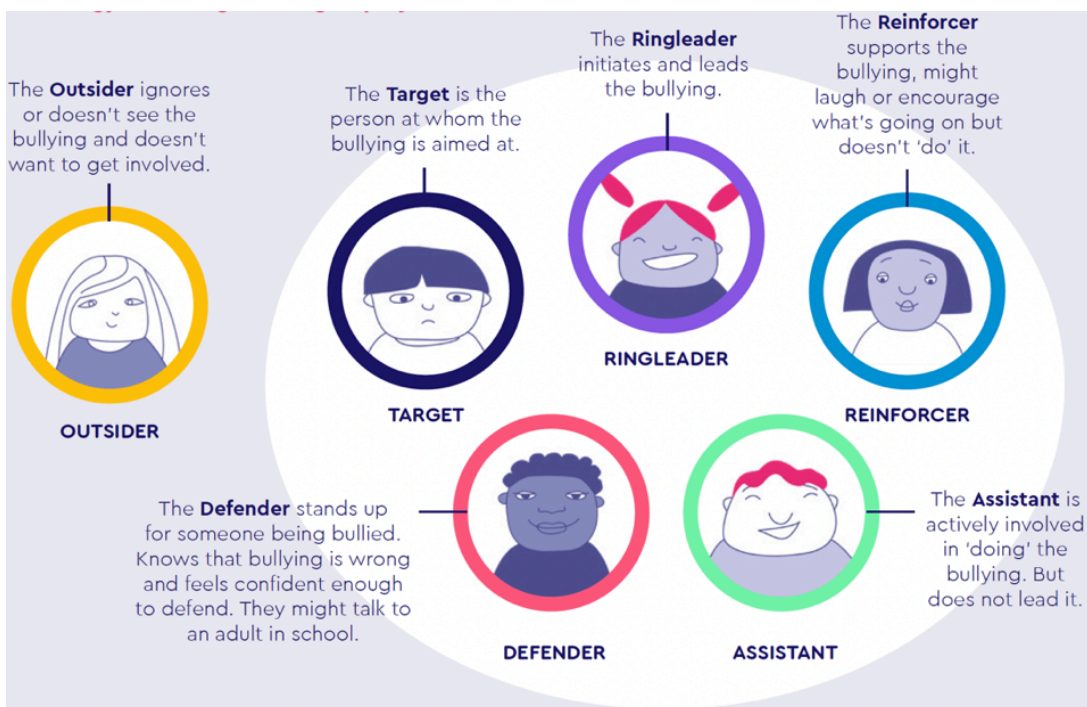
Responding to bullying

The school will provide appropriate support for the person being bullied – making sure they are not at risk of immediate harm and will involve them in any decision-making, as appropriate. Steps may be taken when dealing with all incidents of all kinds of bullying reported to the school, in line with our Behaviour Curriculum.

Protocol for logging bullying
Bullying – Stage 1 – Where a pupil or parent have reported that it is **several times on purpose.** Please log on Arbor initially.

Bullying – Stage 2 - If following intervention/action the **bullying continues** following staff intervention between the **Ring Leader, Reinforcer, Assistant** and **Target** then it will need to go to the **DSL to be logged on CPOMS as Child on Child Abuse** and a risk assessment put in place.

Incidents of bullying must be logged using the language below, in line with our Anti-Bullying Policy.

The **Outsider** ignores or doesn't see the bullying and doesn't want to get involved.

OUTSIDER

The **Target** is the person at whom the bullying is aimed at.

TARGET

The **Ringleader** initiates and leads the bullying.

RINGLEADER

The **Reinforcer** supports the bullying, might laugh or encourage what's going on but doesn't 'do' it.

REINFORCER

The **Defender** stands up for someone being bullied. Knows that bullying is wrong and feels confident enough to defend. They might talk to an adult in school.

DEFENDER

The **Assistant** is actively involved in 'doing' the bullying. But does not lead it.

ASSISTANT

<u>Policy and Support</u>

The whole school community will:
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns.
- Regularly update and evaluate our practice to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour.
- Take appropriate, proportionate and reasonable action, in line with existing school policies, for any bullying bought to the schools attention, which involves or effects pupils, even when they are not on school premises.

Supporting pupils

Pupils who have been bullied will be supported by:
- Reassuring the pupil and providing continuous support.
- Offering an immediate opportunity to discuss the experience with their teacher, the designated safeguarding lead, or a member of staff of their choice (including their Langford or Wilberforce Listener).
- Working towards restoring self-esteem and confidence.
- Providing ongoing support; this may include: working and speaking with staff, offering formal counselling, engaging with parents and carers.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this could include support through Early Help or Specialist Children's Services, or support through Child and Adolescent Mental Health Services (CAMHS).

Pupils who have perpetrated the bullying will be helped by:
- Discussing what happened, establishing the concern and the need to change.
- Informing parents/carers to help change the attitude and behaviour of the child.
- Providing appropriate education and support regarding their behaviour or actions.
- If online, requesting that content be removed and reporting accounts/content to service provider.
- Where necessary, working with the wider community and local/national organisations to provide further or specialist advice and guidance; this may include involvement from the Police or referrals to Early Help, Specialist Children's Services, or Child and Adolescent Mental Health Services (CAMHS) as appropriate.

Useful links and supporting organisations

Anti-Bullying Alliance: www.anti-bullyingalliance.org.uk

Childline: www.childline.org.uk

Family Lives: www.familylives.org.uk

Kidscape: www.kidscape.org.uk

MindEd: http://www.minded.org.uk

NSPCC: http://www.nspcc.org.uk

The BIG Award: http://www.bullyinginterventiongroup.co.uk/index.php

Young Minds: http://www.youngminds.org.uk

Young Carers: www.youngcarers.net

Changing Faces: www.changingfaces.org.uk

Mencap: www.mencap.org.uk

Anti-Bullying Alliance Cyberbullying and children and young people with SEN and disabilities:www.cafamily.org.uk/media/750755/cyberbullying_and_send_- _module_final.pdf

DfE: SEND code of practice: www.gov.uk/government/publications/send-code-of-practice-0-to-25-Cyberbullying

Childnet International: www.childnet.com

Digizen: www.digizen.org

Internet Watch Foundation: www.iwf.org.uk

Think U Know: www.thinkuknow.co.uk

UK Safer Internet Centre: www.saferinternet.org.uk

Educate against Hate: www.educateagainsthate.com/

Advisory Centre for Education (ACE) 020 7354 8321

Children's Legal Centre 0845 345 4345

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

Parentline Plus 0808 800 2222 7

Youth Access 020 8772 9900

Bullying Online www.bullying.co.uk

Review
This policy will be reviewed every three years unless revisions are needed earlier.