



# SIR ROBERT GEFFERY'S PRIMARY SCHOOL

**A School for Enthusiasts**

*Where we 'live life in its fullness' (John 10.10)*

*Knowing that God is our strength and with*

*His help we will be the best we can*

## Anti-Bullying Policy

<b>Approved by:</b>	E. O'Hara	<b>Date:</b> March 2022
<b>Last reviewed on:</b>	March 2022	
<b>Next review due by:</b>	March 2023	

## Statement of Intent

We are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Bullying of any kind is unacceptable at our school and we have a zero-tolerance policy. 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.

## This policy operates in conjunction with the following school policies:

- Child Protection and Safeguarding Policy
- Behaviour for Learning Policy
- PSHE (Personal Social Health Economic) Policy
- Exclusion Policy
- Peer-on-Peer Abuse Policy

## Ethos

At Sir Robert Geffery's School we ensure that through our school vision, Christian values, diverse curriculum and teaching we promote tolerance and respect for all cultures, faiths and lifestyles. The governors also ensure that this ethos is reflected and implemented effectively in school policy and practice and that there are effective risk assessments in place to safeguard and promote children's welfare.

We have a duty to prepare our children for life in modern Britain, to understand and show the British Values, and to help children make choices to keep themselves safe, thus equipping them with the skills and understanding to develop resilience against the threat of extremist views and radical idealism that could seek to divide communities (The Prevent Duty). Promoting tolerance and mutual respect, democracy, the rule of law and individual liberty is key to our ethos at Sir Robert Geffery's.

Pupils who attend our school have the right to learn in safety. We do not tolerate bullying of any kind and will challenge derogatory language and behaviour towards others.

## What Is Bullying?

Bullying is the use of aggression with the intention of hurting another person. Bullying results in pain and distress to the victim.

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
- Sexist demean, intimidate, or harm because of sex or gender.
- Sexual/ Homophobic unwanted physical contact or sexually abusive comments because of, or focussing on, the issue of sexuality
- Verbal name-calling, sarcasm, spreading rumours, teasing
- Cyber All areas of internet and online abuse, such as email, online gaming, chat room, social media, phone app, texts, messenger, sexting, taking and sharing of inappropriate images.

It is important to understand that bullying is not the odd occasion of falling out with friends, name calling, arguments or when the occasional trick or joke is played on someone. It is bullying if it is done several times on purpose. Children sometimes fall out or say things because they are upset. When occasional problems of this kind arise, it is not classed as bullying. It is an important part of children's development to learn how to deal with friendship breakdowns, or fall outs. We all have to learn how to deal with these situations and develop social skills to repair relationships.

### **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. Schools have a responsibility to respond promptly and effectively to issues of bullying, supporting both the victims and perpetrators of this form of peer-to-peer abuse.

### **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:

- is frightened of walking to or from school
- doesn't want to go on the school / public bus
- begs to be driven to school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins truanting
- 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 schoolwork
- comes home with clothes torn or books damaged
- has possessions 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 concerns reported to the Designated Safeguarding Lead (DSL).

### **Procedures**

All staff will respond calmly and consistently to all allegations and incidents of bullying. They will be taken seriously by all staff and dealt with impartially and promptly. All those involved will have the opportunity to be heard. Staff will protect and support all children involved whilst allegations and incidents are investigated and resolved. The DSL should be informed and guidance sought. Accurate records of concerns and actions taken to address the bullying should be documented on the school CPOMS system.

The following step-by-step procedure will be used for reporting and responding to bullying allegations or incidents:

- Children and/or parents report all bullying allegations and incidents to staff.
- Member of staff informs the school Designated Safeguarding Lead
- Staff will make sure the victim(s) is and feels safe.
- Appropriate advice will be given to help the victim(s).
- Staff will listen and speak to all children involved about the incident separately.
- The problem will be identified and possible solutions suggested.
- Staff will attempt to adopt a problem-solving approach which will move children on from them having to justify their behaviour.
- Appropriate action will be taken quickly to end the bullying behaviour or threats of bullying.
- Staff will reinforce to the bully that their behaviour is unacceptable.
- The bully (bullies) may be asked to genuinely apologise. Other consequences may take place and appropriate sanctions applied.
- If possible, the pupils will be reconciled.
- An attempt will be made, and support given, to help the bully (bullies) understand and change his/her/their behaviour.
- In all cases of bullying, the incidents will be recorded by staff reporting it using the CPOMS system and resulting actions also recorded on CPOMS.
- Parents will be informed and the actions taken to address the issues shared. Parents may be invited to come into school for a meeting to discuss the issues and asked for their support in addressing the needs of the children.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### **Outcomes**

1. Consequences will be given for the perpetrator in line with our school behaviour policy, including time within the child's free time to reflect on their choices with a member of the Senior Leadership Team.
2. In serious cases, fixed-term exclusion or even permanent exclusion will be considered
3. Bullies themselves need support, where appropriate, to resolve any issues that have led to the incident. This will be put in place as appropriate with support from external agencies if needed.

4. If possible, the pupils will be reconciled through the use of restorative practice.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.

### **Prevention**

Each class will agree to an Anti-bullying Charter, which will be written by the children as part of Anti-bullying week.

We will use Jigsaw PSHE and KIDSCAPE for helping children to prevent bullying and promote the positive, kind and respectful behaviour towards others that shows our Sir Robert Geffery's School Values. This may include:

- writing a set of school rules
- signing a behaviour contract
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays (or using KIDSCAPE role-plays)
- having discussions about bullying and why it matters

### **Help Organisations:**

Act Against Bullying	<a href="http://www.actagainstbullying.org">www.actagainstbullying.org</a>
Advisory Centre for Education (ACE)	<a href="http://www.ace-ed.org.uk">www.ace-ed.org.uk</a>
Anti-bullying	<a href="http://www.antibullying.org.uk">www.antibullying.org.uk</a>
Anti-Bullying Alliance (ABA)	<a href="http://www.anti-bullyingalliance.org.uk">www.anti-bullyingalliance.org.uk</a>
Bullying UK	<a href="http://www.bullying.co.uk">www.bullying.co.uk</a>
BBC	<a href="http://www.bbc.co.uk/schools/parents/bullying">www.bbc.co.uk/schools/parents/bullying</a>
Childline	<a href="http://www.childline.org.uk">www.childline.org.uk</a>
Family Lives	<a href="http://www.familylives.org.uk">www.familylives.org.uk</a>
Kidpower	<a href="http://www.kidpower.org">www.kidpower.org</a>
Kidscape	<a href="http://www.kidscape.org.uk">www.kidscape.org.uk</a> <a href="http://www.childrenengland.org.uk/kidscape">www.childrenengland.org.uk/kidscape</a>
NSPCC	<a href="http://www.nspcc.org.uk">www.nspcc.org.uk</a>
The Children's Legal Centre	<a href="http://www.childrenslegalcentre.com">www.childrenslegalcentre.com</a>
The Office of the Children's Commissioner	<a href="http://www.childrenscommissioner.gov.uk">www.childrenscommissioner.gov.uk</a>