



# Anti-Bullying Policy

## September 2023

# Baines Endowed Primary School

## Anti-Bullying Policy

### Our mission statement

We are a friendly, safe, caring community in which everyone can be happy and confident and where children can reach their full potential.

### Purposes

We believe that every child has the right to be safe and to feel safe. We take bullying very seriously.

This policy document is to help ensure that our children are safe and secure. It provides a co-ordinating framework for developing understanding and skills as part of a whole school approach and a framework for responding to incidents.

### Rationale

Bullying is something that takes place in all groups and all level of society. Incidents that go on undetected can have a serious affect on a child's personal and social development and health and well-being.

The Baines Endowed Primary School policy reflects legal requirements and Government guidance (Bullying: Don't suffer in silence 2000) and the LEA Anti-Bullying guidance.

This policy applies to the whole school community.

### School Definition of Bullying Behaviour

Bullying is the intentional, repetitive and persistent hurting of one person by another or others, where the relationship involves an imbalance of power. It is frightening and can involve either physical or emotional intimidation or both.

Bullying can be:

- Physical – hitting, kicking, taking belongings
- Verbal - name calling, insults, racist, sexist or homophobic, biphobic or transphobic comments

- Indirect - spreading nasty stories and rumours, excluding and isolating, gestures and signs, sending malicious e-mails, text messages or images or inappropriate use of social media, threatening others to act in a particular way.
- Virtual – can be carried out by some technologies ie cyber bullying.
- Prejudice-based bullying – a range of hurtful behaviour, physical or emotional or both, which causes someone to feel powerless, worthless, excluded or marginalised, and which is connected with prejudices around belonging, identity and equality in wider society – in particular, prejudices to do with disabilities and special educational needs, ethnic, cultural and religious backgrounds, gender, home life, for example in relation to issues of care, parental occupation, poverty and social class and sexual orientation and identity.

### The Aims and Objectives of the Policy

- To promote a secure and happy environment free from any type of bullying behaviour.
- To take positive action to prevent bullying from occurring in school, on trips, residential or travelling between home and school, through a clear school anti-bullying policy.
- To spend time educating the children through the use of PSHE.
- To inform pupils and parents of the school's expectations and to foster productive links which will encourage cooperation and help to maintain a bully free environment.
- To show commitment to the pupils and parents of school children by responding to any issues within 24 hours of complaint.
- To empower children to have the right to raise concerns and feel comfortable to discuss any issues with a chosen member of staff.
- To protect all groups of people regardless of gender and including vulnerable groups. For example S.E.N; those with a disability, different ethnicities, gender and different sexual orientations or identities.

## Procedures for recording and reporting bullying behaviour

All children should try, where possible, to report any incident of bullying to their class teacher.

If a child is unable to report an incident of bullying to their own class teacher, then the child should try to take their concerns to the nominated Key Teacher for their Key Stage.

Nominated staff :-

Key Stage 1 – Mrs Davidson

Key Stage 2 – Mrs Davidson

However if the children are unable to approach the above mentioned, then there are papers in the foyer available for the children to write his/her own name and the name of the member of staff they would feel comfortable talking to.

The nominated member of staff will try, to the best of their ability, to find the child and talk to them within 24 hours of the initial complaint. The child will be told that all disclosures will have to be referred to the nominated Key Teacher for their Key Stage before they begin to talk.

If this particular member of staff is not available for any reason eg illness or attending a course, the child will be found and offered another member of staff to talk to. If the child refuses then the nominated member of staff will deal with the issues on their return.

Once the child has discussed their concerns with their nominated member of staff, this member of staff will then take the complaint to the Key Teacher for that child's Key Stage.

If a child is not confident to report a bullying incident to a nominated member of staff, then parents are encouraged to come into school and discuss any incident with his/her class teacher. The staff are trained to listen to the concerns of both parents and children.

Children or parents can also report any incidents through 'Whisper' which is an online service available through our website. Incidents can be reported anonymously on here if necessary. These reports will be flagged up by the Assistant Headteachers. This feature is useful if we ever need to resort back to 'Remote Learning'.

Any incident occurring at lunchtime will be dealt with by welfare staff, but they will then report all such incidents to the individual class teacher.

Children will be reminded of these procedures on a regular basis through assembly times and through PSHE lessons.

## Procedures for dealing with incidents including follow up

As mentioned above, the nominated member of staff will try to speak to the child within 24 hours of complaint or as soon as possible. The teacher will then log the incident on CPOMS and be assigned to the relevant members of staff. This monitoring will allow issues to be reported to appropriate meetings eg staff meetings and Governors meetings.

The nominated member of staff or the Key Teacher will listen to all parties.

Minor incidents will be dealt with in school and appropriate sanctions given following the Behaviour and Discipline Policy. Parents will not be informed of action at this stage, but they do have the right to contact school at any time to find out the outcome of the situation.

Major incidents will be reported to the Head teacher and dealt with in school, where appropriate sanctions will be given following the Behaviour and Discipline Policy. Parents will be informed of any action taken.

Where incidents have been reported to parents, there will be a follow up within the next 2 weeks where the Key Teacher will speak to the parents involved either through a meeting or on the telephone to ensure that there have been no repeat incidents and that the child is happy in school.

There will then be a half termly follow up by the Key teacher to these parents by meeting or telephone.

Any incident involving a Baines pupil occurring outside school, which is then reported to a member of staff in school will be investigated and parents will be informed.

## Support, mediation, sanctions

Our response will consist of

- Support for the person who has been bullied.
- Intervention work with the person who has been bullying
- Appropriate sanctions in accordance with the Behaviour and Discipline Policy.
- Support and advice from external agencies if necessary.

At all times, the self-esteem, health and wellbeing of all involved will be respected.

## Preventive Measures

In order to prevent bullying occurring in our school, there will be the following preventive measures taken on a regular basis :-

- Discussion between staff and pupils formally through PSHE curriculum eg Circle time.
- Through the ethos of the school.
- Through assembly time.
- Through the use of the School Council.
- Through resilience strategies.
- Through challenging and changing bullying behaviour.
- By using outside agencies eg education welfare, education inclusion service.
- By site supervision.
- Through positive playtimes.
- With the help of KS2 'Playground Pals' in the KS1 playground at lunch time.
- Through positive displays in the foyer, hall and corridors, promoting positive aspects of school life eg Everyone Matters etc.
- Through the help of the 'Anti-Bullying Ambassadors'
- Through the help of the training all staff completed with the Diana Awards (Summer 2023)

### Review

This policy will be reviewed once a year and revised as necessary in the ongoing process of the School Development Plan.

K. Maddison

November 2013

Reviewed November 2014

Reviewed June 2015

E. Hedges Reviewed September 2017  
 E. Hedges – Reviewed September 2018  
 E. Hedges – Reviewed September 2019  
 E. Hedges – Reviewed April 2020  
 E. Hedges – Reviewed July 2021  
 E. Hedges – Reviewed July 2022  
 E. Hedges – Reviewed July 2023