



Anti-Bullying Policy

Approved by Governing Body: March 2025

Next review date: March 2027

Anti-Bullying Policy

Bullying, especially if left unaddressed, can have a devastating effect on individuals. It can be a barrier to their learning and have serious consequences for their mental health.

By effectively preventing and tackling bullying at Burton upon Stather Primary School, we do everything we can to ensure a safe, disciplined environment where pupils are able to learn and fulfil their potential.

Here at burton, we have clear policies in place which allow us deal with poor behaviour so that, if any incidents do occur, we deal with them quickly.

The Aims of this policy

Our community values and our three school rules (be safe, be ready and be respectful) at Burton upon Stather Primary School centres around the social and emotional wellbeing of all pupils and staff - providing a safe and supportive environment which promotes the development of all members of the school community. As bullying in any form would compromise the ethos of our school, we understand the importance of preventing it when possible and dealing with it firmly and consistently. The aim of this document is to define bullying and help all parties recognise their responsibilities in dealing with concerns and offer clear guidance about what to do if bullying was to occur. It will demonstrate that:

- We recognise that bullying behaviour can occur in any workplace or school.
- We wish to prevent incidents of bullying in our school.
- We understand that victims of bullying behaviour need to know what to do when/if it occurs.
- We understand that victims of bullying behaviour can become perpetrators of bullying.
- We recognise the damage to self-esteem and emotional well-being that bullying behaviour can incur.
- We recognise that a pupil who is being bullied does not have equal opportunities.

The policy forms part of the overall pastoral care provision in school and therefore links and works with the: -

- Safeguarding & Child Protection Policy
- Computing Policy and Acceptable Use of Internet Policy
- Behaviour Policy
- Special Educational Needs & Disabilities Policy

Definition of Bullying

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 online and is repeated over time.

Recognising Bullying Behaviour

Bullying generally falls into the following categories:

- **Physical:** pushing, kicking, hitting, pinching, biting etc
- **Verbal:** name calling, sarcasm, spreading rumours, belittling etc
- **Emotional:** isolating others, tormenting, hiding books, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation and coercion
- **Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc
- **Online /cyber** – posting on social media, sharing photos, sending nasty text messages, social exclusion
- **Indirect** - Can include the exploitation of individuals

Signs of stress in pupils which may indicate bullying

- Child's unwillingness to attend school/ lateness/ erratic attendance.
- Avoidance, hanging back from playground or staying late at school
- Deterioration of work
- Often complain of feeling unwell
- Nail biting/ flinching/ jumpiness/ forgetfulness
- Have few friendships
- Unexplained physical injuries
- Impulsive hitting out/ out of character temper 'flare up'
- Seeming less confident
- Stresses manifested at home – bed wetting/ insomnia/ nightmares/ restlessness and irritability.

- Reluctance to sit beside or near certain pupils/ hesitant to walk home.

(NB. These behaviours can be symptomatic of other problems)

The Law and Bullying Behaviour

Section 11 of the Children Act 1989 and Section 175 of the Education Act places a duty on local authorities and schools, through their governing bodies, to safeguard and promote the welfare of children. The Race Relations Act places a duty on all schools to record and report on racist incidents. The wider search powers included in the Education Act give teachers stronger powers to tackle bullying by providing a specific power, for example, to search for and, if necessary, delete inappropriate images (or files) on electronic devices, including mobile phones.

If school staff feel that an offence has been committed, we will seek assistance from the police, for example under the Malicious Communications Act.

Preventative measures to create an anti-bullying ethos

Our response to bullying does not start at the point at which a child has been bullied. We have developed a sophisticated approach in which school staff will gather intelligence about issues between pupils which might provoke conflict and develop strategies to prevent bullying occurring in the first place.

To prevent the prevalence of bullying behaviour at Burton upon Stather Primary School we will:

- Talk to pupils about the issues of difference (in lessons and through dedicated events, such as 'It's Cool to be Kind' days and/or projects and assemblies)
- Promote an ethos of good behaviour where pupils treat one another and school staff/visitors, with respect
- Help children to understand how their actions affect others
- Staff lead by example and demonstrate kindness and respect. Staff use a firm but fair approach to dealing with any behavioural incidents
- We involve parents and reinforce the value of good behaviour at home
- Involve pupils and ensure they understand our behaviour policy
- Review our policies and procedures regularly, including 'acceptable use' policies
- Openly discuss differences between people/groups that could motivate bullying, such as religion, ethnicity, disability, gender, sexuality or appearance
- See advice and support from agencies where appropriate

- Provide appropriate staff training and regular updates
- Work with the wider community, for example our local PCSO's which includes tackling behaviours outside of school
- Make it easy for children to report bullying, by developing relationships and the teaching of trusted adults/worry monsters
- Create an inclusive environment
- Trained Anti-Bullying Ambassadors
- Use of Circles to speak through any issues between children
- Children know to use the term 'that is not how we have behave in our school'
- Display anti-bullying signage up around school

Reactive Strategies

As a school, we have a responsibility to support children who are bullied and make appropriate provision for a child's needs. The nature and level of support will depend on the individual circumstances and the level of need.

The following steps will be taken when dealing with incidents:

- If bullying is suspected or reported, the incident will be dealt with immediately by the member of staff who has been approached
- A clear account from the member of staff initially dealing with the incident will be recorded on CPOMS, where appropriate members of our SLT will be informed
- Attempts will be made to resolve the situation quickly
- Necessary steps, appropriate to the age and circumstances of the children involved, will be taken to ensure the child(ren) feel safe and secure
- Significant or repeated incidents will require parents / carers to be informed and will be asked to work alongside school
- Consequences / sanctions, which are proportionate, will be explained and used
- Further work may be carried out with a familiar adult where appropriate

Dealing with an allegation of Bullying behaviour (including cyberbullying)

In dealing with suspected instances of bullying behaviour, all actions must be in accordance with the agreed school Behaviour Policy. Disciplinary measures must be applied fairly, consistently, and reasonably taking account of any special educational

needs or disabilities that the pupils may have and considering the needs of vulnerable pupils.

❖ Child

- We will take steps to stop the bullying with the child's permission
- We will support children who have been bullied
- We will act to keep any child who has been bullied safe
- We will meet with the perpetrator/s and try to resolve the problem
- We will tell them we have noticed their behaviour is hurtful / unacceptable
- We will work with anyone who bullies to help them change their behaviour
- We will encourage the perpetrator/s to acknowledge the hurt they have caused and learn from the incident
- We will put in place consequences/sanctions to be used as appropriate
- We will monitor and follow up incidents to ensure behaviours are not repeated
- We will involve outside agencies as and when appropriate
- We will promote self-discipline and proper regard for authority
- We will celebrate diversity

❖ Staff

- Record the incident on CPOMS and pass the information to the Headteacher/SLT as soon as possible, but always on the day of reporting
- Follow up incident/s to ensure children feel safe
- Inform parents (and agencies) where appropriate
- See the victim/perpetrator separately and agree what they will do (there may be more than one staff member to ensure a fair process)
- Follow up to ensure the victim is safe

SLT

- Track any further actions such as calling in an outside agency / speaking to parents/carers

- Record and monitor types and number of incidents of bullying and put processes in place, dependent on the incidents, to eliminate these occurrences
- Ensure that parents know whom to contact if they have concerns about bullying issues
- We will contact / respond to parents promptly when bullying issues come to light, whether their child is the one being bullied or the one doing the bullying (we will refer to the school's behaviour policy)
- We will work with parents and the local community as appropriate to address bullying issues that arise out of school

Dealing with a more serious allegation of bullying behaviour

- The Headteacher / SLT must be informed
- The Headteacher / SLT will investigate the allegations as described above and report on CPOMS
- The Headteacher / SLT will inform parents concerned and explain any action taken if this is deemed necessary, and in accordance with the Behaviour Policy.
- The SLT will monitor the situation to prevent recurrence of the behaviour until the victim feels supported
- Incidents of racial harassment should be reported via CPOMS and the Headteacher will complete the investigation

* Where a staff member is compromised, another staff member will be asked to investigate the incident(s)

Dealing with an incident outside of school

Schools have a specific statutory power to discipline pupils for poor behaviour outside of the school premises. Section 89(5) of the Education and Inspections Act 2006 gives headteachers the power to regulate pupils' conduct when they are not on school premises and are not under the lawful control or charge of a member of school staff. This can relate to any bullying incidents occurring anywhere off the school premises, such as on school transport, outside the local shop or at the local park, for example.

Where bullying outside of school is reported to school staff, it should be investigated and acted on. The headteacher should also consider whether it is appropriate to notify the police in their local authority of the action taken against a pupil. If the misbehaviour could be criminal or poses a serious threat to a member of the public, the police should always be informed.

Parental involvement

We are aware that parents will be worried and anxious if they feel that their child is involved in bullying behaviour whether as a victim or perpetrator. We encourage Burton upon Stather Primary School parents to:

- Carefully listen to their children and support them
- Encourage their children and any that they know are being bullied to tell a teacher
- Promote self-discipline and proper regard for authority
- Celebrate diversity
- Encourage victims not to fight back
- No pupil(s) should be approached by another child's parent/ carer or sibling about an issue
- Discuss their concerns with the class teacher, a member of SLT or a trusted adult
- Refer to school policies and advice materials provided by the school
- Remind children of our school rules and values and encourage them to say 'that is not how we behave...'

The Role of the Lunchtime Supervisor

Whilst we would expect all staff at Burton upon Stather Primary School to follow the guidelines above in dealing with bullying behaviour we acknowledge that time for conferencing and record keeping is limited in the playground. With this in mind, we expect Lunchtime Supervisors to:

- Follow our school behaviour policy
- Intervene positively when behaviour is unacceptable
- Talk calmly and rationally to children displaying or reported to be displaying bullying behaviour
- Help children to find an interest in the playground – individually or in groups, playing a game or talking
- Report any allegations of behaviour to the child's class teacher at the first opportunity
- More serious and persistent allegations must be reported immediately to a member of our SLT

'We want to all feel happy and safe in our school. We do not want bullying in our school and will not tolerate bullying in our school!'

(School Council Representatives)

Procedure for dealing with bullying behaviour

STEP 1

- Reporting of an incident
- When such an incident is reported, the information will be passed on to following people:
 - The teacher of any child involved
 - The Headteacher / SLT

STEP 2

Investigation of an incident

- This will normally be carried out by the class teacher
- Pupils involved (where appropriate) will be interviewed and a record made of their responses
- Parents of all pupils involved will be informed of the school's action up to this point and kept informed of subsequent action

STEP 3

Agreeing a plan for resolution

- The member of SLT dealing with the incident will devise a plan for resolution of conflict
- Targets for acceptable behaviour will be set out including support measures for ALL pupils concerned
- Any disciplinary action required will use system of sanctions as set out in the school's Behaviour Policy

STEP 4

Reviewing the situation

- Situation monitored and formally reviewed within 6 weeks of initial report. This will involve class teacher, member of SLT, pupil(s) and parents concerned



Burton upon Stather Primary School

STEP 5

Involvement of other agencies

- Where necessary the school will draw on support of other agencies.

The effectiveness of this policy relies on both home and school working together to give children consistent messages about behaviour. We thank you for your support in this.