Treeton C of E Primary School Anti-Bullying Policy

The Anti-Bullying policy is part of our overall Behaviour policy

Reviewed: Sept 2024
Next review date: Sept 2025
By E Minhas

Statement of intent

Treeton C of E Primary School recognises there is a need to safeguard the welfare of all those within the school community and to encourage a culture of co-operation, acceptance and harmony both within and outside of school. Our vision is to nurture and inspire our whole school community, to use their God-given gifts, to be the best that they can be, so that they can let their light shine to the world.

To do this we seek to inspire our children to:

have courage
have respect
have faith

These three 'haves' are understood in a distinctive Christian way. Our vision is that children will 'have' these virtues – that they will form and mould the character of our children and become the way in which they flourish in school and life. We are committed to providing a supportive, caring, and safe environment for all pupils in which all children are free from the fear of being bullied. We have high expectations of all pupils, staff and parents and strive to create a school community in which all children can fulfil their potential. In school this involves encouraging children to treat one another as they would wish to be respected, following the teaching of Jesus to: "Do to others whatever you would have them do to you" (Matthew 7:12).

Bullying behaviour is unacceptable in any form. The school has high expectations of outstanding behaviour and we consistently challenge any behaviour that falls below this. Anyone who knows that bullying is happening is expected to tell a member of staff. "Keep alert, stand firm in your faith, be courageous, be strong. " (1 Corinthians 16:13). In Christian terms, courageous stepping out is a response to the belief God is there I the space into which we step: you can step there because God is with you. We recognize that our children need courage in life, and that it's formation can happen both in and outside of the classroom. We encourage children having the courage to speak up, to ask questions and to seek help. If bullying does occur all incidents will be dealt with promptly and effectively. The school actively implements its anti-bullying policy and has clear pathways for reporting, which are known to all members of the school community. If a crime has been committed during the bullying incident, the Community Police Officer will be involved as appropriate. All reported incidents will be reported to a member of the Senior Leadership Team.

This policy reflects the following guidance:

'Preventing and Tackling Bullying', Department for Education 2011
www.education.gov.uk/aboutdfe/advice/f0076899/preventingandtackling-bullying

From September 2019 the Ofsted Guidance and grade descriptors for inspecting schools in England under section 5 of the Education Act 2005 refers to the key judgement on the behaviour and safety of pupils in the school linked to the way a school manages bullying:

Ofsted Criteria
When evaluating the behaviour and safety of pupils at the school, inspectors **must** consider whether:
Behaviour and Attitudes

- the provider has high expectations for learners' behaviour and conduct and applies these expectations consistently and fairly. This is reflected in learners' behaviour and conduct.

- learners' attitudes to their education or training are positive. They are committed to their learning, know how to study effectively and do so, are resilient to setbacks and take pride in their achievements
- relationships among learners and staff reflect a positive and respectful culture.
- leaders, teachers and learners create an environment where bullying, peer-on-peer abuse or discrimination are not tolerated. If they do occur, staff deal with issues quickly and effectively, and do not allow them to spread

Personal Development

- the provider prepares learners for life in modern Britain by: equipping them to be responsible, respectful, active citizens who contribute positively to society; developing their understanding of fundamental British values; developing their understanding and appreciation of diversity; celebrating what we have in common and promoting respect for the different protected characteristics as defined in law

What is Bullying?

We recognise that many children and young people will experience conflict in their relationships with other children and young people and as a school we are committed to developing empathy and the skills to manage relationships in a peaceful way that does not harm others.

At Treeton C of E Primary School, our definition of bullying is:
"The repetitive, intentional hurting of one person or group by another person or group, where the relationship involves an imbalance of power. It can happen face to face or online"

The Equalities Act 2010 http://homeoffice.gov.uk/equalities/equality-act/ http://www.education.gov.uk/schools/ aims to offer protection from Hate Crime in the form of discrimination, harassment and victimization. This covers 9 areas, 7 of which are pertinent to Children and Young People. The 7 areas pertinent to C&YP are:

- disability
- gender
- gender reassignment / transgender identity
- race
- faith
- sexual orientation/sexuality
- pregnancy/maternity

The two areas which do not specifically affect C&YP are Age and Marriage/civil partnerships, although these will be explored within the curriculum, for example in PSHE.

Some of the reasons pupils may be bullied link to the above areas covered by the Equalities Act 2010 and are as follows:

- Race, religion or culture
- Special Education Needs or disability
- Appearance or health conditions
- Home circumstances and lifestyles including young carers and looked after children.
- Sexist or sexual bullying
- Gender
- Sexual orientation / Homophobic Bullying
- Transgender status / Transphobic bullying

The following are examples of bullying behaviours:

- **Verbal** - *name-calling, making offensive comments, taunting, threatening.*
- **Physical -** *kicking, hitting, pushing, or any use of violence*
- **Emotional** *e.g. spreading hurtful and untruthful rumours, excluding people from groups*

- **Cyber** - *use of social media, messaging/calls. Misuse of associated technology e.g. photos/videos.*
- **Extortion -** d*emands for money or personal property with threats*
- **Damage to Property** *e.g. theft of bags, tearing clothes, ripping books*
- **Racist –** *Racial taunts, graffiti, gestures.*
- **Sexual –** *Unwanted physical contact, sexually abusive comments.*
- **Homophobic/biphobic** - *Bullying because of sexuality or perceived sexuality.*
- **Transphobic –***because of gender identity or perceived gender identity*

Some Signs of Bullying

- Reluctance to attend school
- Poor school performance
- Behaving out of character
- Missing or damaged belongings
- Self-harm
- Increased episodes of illness (real / imaginary)

These signs and behaviours could indicate other problems, but bullying should be considered as a possibility and investigated.

Prevention: Treeton C of E Anti-bullying Strategy

We foster a clear understanding that bullying, in any form, is unacceptable. We believe that preventing bullying is the responsibility of our whole school community and when there are incidents of bullying we will work together to deal with the situation and to learn from what has happened.

In school we do this by:

- Ensure the whole school community has an understanding of bullying and its consequences.
- Building a positive ethos based on respecting and celebrating differences in our school.
- Creating a safe and happy environment, with consequent positive relationships that have an impact on learning and achievement.
- Having a positive ethos that all pupils, staff and parents understand.
- Appoint a designated member of staff as Anti-bullying officer (Mrs R Stothard)
- Empowering our pupils to have the courage to speak up if they see something that they believe is bullying and have faith that they will be listened to. This is supported by the use of ‘anti-bullying’ officers which are their peers.
- Ensure that there are clear and consistent pathways for reporting incidents of bullying which are known to all members of the school community.

- Implement a consistent system for recording incidents of bullying in line with RMBC guidelines

- Develop a preventative approach to bullying. Students will be encouraged to recognise that not only do they have rights; the choices they make bring responsibilities.

- Review the anti-bullying policy annually in consultation with the whole school community.

- Be aware of factors which may cause some children to be more vulnerable than others.

- Work in partnership with the police should there be bullying incidents where a crime has been committed.

- Foster a clear understanding that bullying, in any form, is not acceptable. This can be done by:
  - Regular praise of positive and supportive behaviour by all staff.
  - Work in school which develops empathy and emotional intelligence.
  - Any incidents are treated seriously and dealt with immediately.
  - If a child is found to be the victim of bullying outside school then help and support will be offered and advice given on how to avoid further incidents in future. The victim's and perpetrators parents will be informed.

How PSHE and wider curriculum supports the prevention of bullying

- Work in school which develops empathy, social skills and emotional understanding through assemblies and PSHE curriculum.

- PSHE curriculum - Jigsaw scheme of work with through school units focusing on celebrating differences & relationships.

- PSHE curriculum – Christopher Winter Project Sex and Relationship scheme which addresses relationships and appropriate online behaviour.

- Anti-bullying team led by KS2 children that meet termly, lead assemblies, and support during playtimes, this team are trained by the Rotherham Anti-bullying coordinator (Anne Foxeley Johnson)

- Close partnership with the Rotherham Anti-bullying coordinator- including assemblies, workshops and training. (Anne Foxeley Johnson)

- Through school themed days/weeks including; anti-bullying week, diversity week and British values day.

How we will work with victims of bullying

- Ensure that there are clear pathways for reporting bullying.

- Ensure that victims are listened to as they show courage to speak out.

- Ensure that strategies are put in place to support individual needs
- Ensure victims are consulted, and kept involved and informed

How we will work with those accused of bullying

- Ensure that perpetrators are listened to
- Ensure that strategies are put in place to support individual needs
- Ensure perpetrators are consulted, and kept involved and informed
- Implement appropriate sanctions and learning programmes for example:
  - counselling/instruction in alternative ways of behaving
  - rewards/positive reinforcement for young people in order to promote change and bring unacceptable behaviour under control
  - adult mediation between the perpetrator and the victim (provided this is safe for the victim)
  - fixed periods of exclusion
  - permanent exclusion (in extreme cases which may involve violence)

How we will work with bystanders

- Ensure that they are listened to as they have shown courage to speak up.
- Ensure that strategies are put in place to support individual needs
- Implement appropriate learning programmes and awareness raising about the impact of bystanders.

Strategies we may use include

- Circle Time
- Assemblies
- Peer mentoring
- Circle of Friends
- Buddy systems
- Worry Boxes in all classes
- Support from external agencies eg Rotherham Mind, Rotherham Anti-bullying coordinator
- Sharing good practice with other schools
- Participation in Anti-Bullying Week
- PSHE curriculum – Use of the Jigsaw scheme of work
- Diversity Week
- British Values Day

How we will educate the school community

- Emphasise through all aspects of the curriculum that bullying will not be tolerated.
- Ensure that the anti-bullying officer and governor attend appropriate training and development.

- Provide training opportunities for the whole school staff body.

- Ensure that students learn to recognise, respect and value the differences between groups of people within the school community (Social, Moral, Spiritual and Cultural education via the curriculum)

How will we work with parents and carers

By ensuring that:

- there are clear pathways for parents/carers (see appendix) to report incidents of bullying, including who to actually report the concern to.
- every opportunity is given to parents/carers to share their concerns.
- useful telephone numbers and helpline information are provided on the school notice boards.

Where a parent/carer is dissatisfied with the schools handling of a situation then the head teacher will seek to resolve the situation informally. In the event of a formal complaint then the schools agreed complaints procedure will be invoked. (see appendix 2 Recommended procedures in school for reporting bullying).

The Local Authority complaints procedure for handling school complaints can be accessed here.

How we will support staff

We will ensure appropriate agencies contact details who can support staff are available for example in the staff handbook and/or section of school website and on notice boards in the staff rooms e.g. Westfield Counselling Helpline 0800 092 0987, Human Resources and Union Representatives. Cyberbullying of staff from within the school community should be reported via the CEOP link (reporting symbol)

Appendix 1

Support Agencies we may consult

Rotherham School Improvement Service healthyschools@rotherham.gov.uk call: 01709 334005

Ann Foxley-Johnson: The Anti-Bullying Company theantibullyingco@gmail.com

Sherran Finney: RLSCB Learning & Development Officer, Rotherham Local Safeguarding Board sherran.finney@rotherham.gov.uk

Rotherham MIND; Rotherham & Barnsley Mind is committed to promoting good mental health and emotional well-being by providing high quality support in a variety of settings.
http://www.rbmind.co.uk/ Call: 01709 554755

Anti-bullying Alliance - the alliance brings together over 60 organisations into one network with the aim of reducing bullying. Their website has a parent section with links to recommended organisations who can help with bullying issues. www.anti-bullyingalliance.org.uk

Kidscape They equip young people, parents and professionals with the skills to tackle bullying and safeguarding issues across the UK.
www.kidscape.org.uk 02077303300

Childline **–** advice and stories from children who have survived bullying Call: 08000 1111
www.childline.org.uk

Useful sources of information

Cyberbullying.org - one of the first websites set up in this area, for young people, providing advice around preventing and taking action against cyberbullying. A Canadian based site www.cyberbullying.org

Think U Know - the Child Exploitation and Online Protection Centre (CEOP), has produced a set of resources around internet safety for secondary schools www.thinkuknow.co.uk

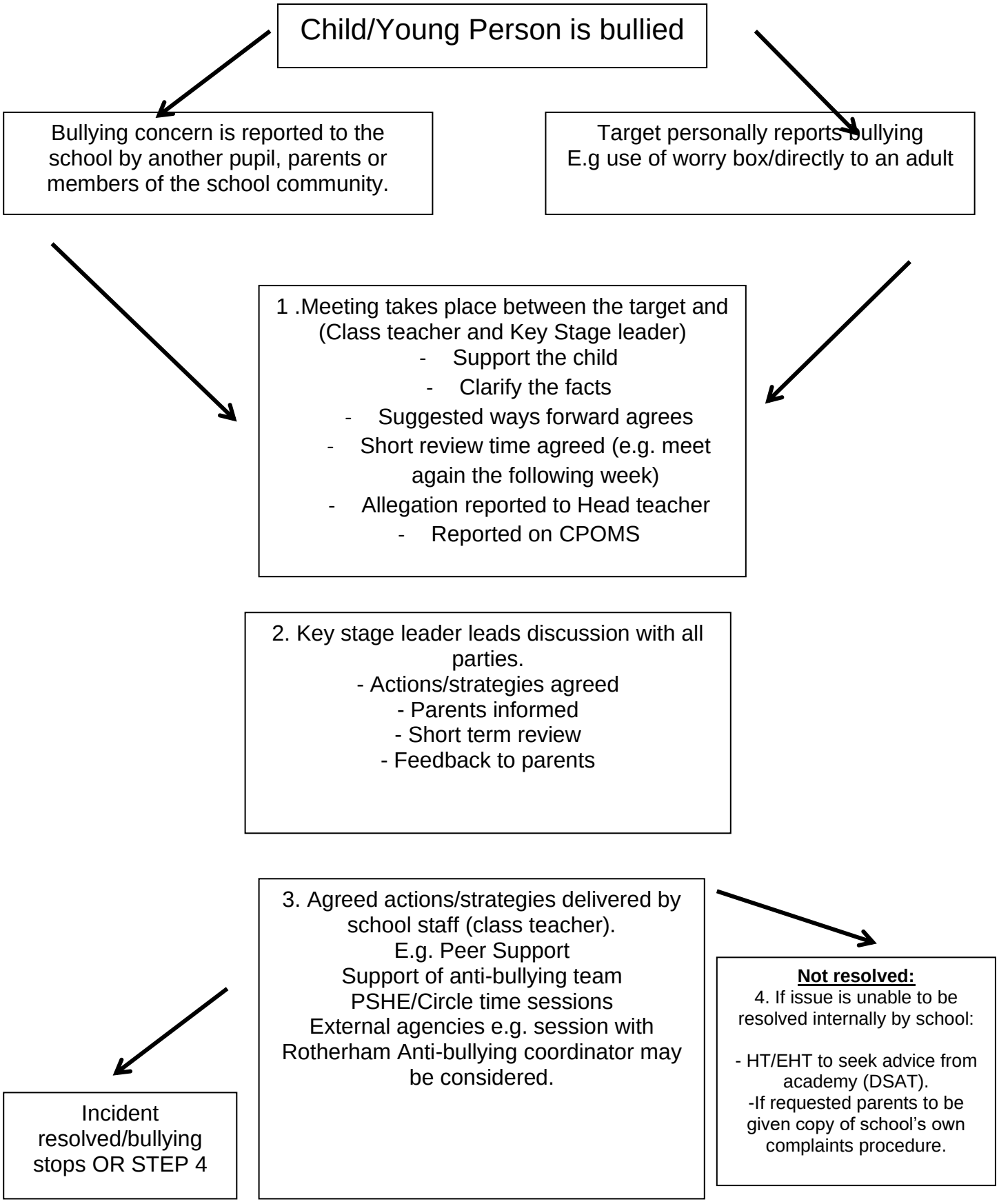
Know IT All for Parents – a range of resources for primary and secondary schools by Childnet International. Has a sample family agreement www.childnet-int.org/kia/parents

Digizen: provides online safety information for educators, parents, carers and young people.

Schools Out: Offers practical advice, resources (including lesson plans) and training to schools on LGBT equality in education. www.schools-out.org.uk **Bullying.co.uk**

Appendix 2:

Recommended procedures in school for reporting bullying: pathways of help



Appendix 3:
Recommended procedures for parents/carers: Pathways of help

Step 1
Parent/Carer contacts school to report bullying allegation

Step 2
Parent/Carer arrange a meeting with appropriate staff member (Class teacher & Key Stage Leader

Discussion on the facts/suggested ways forward – set a short review time (e.g. follow up meeting the following week)

Step 3

Follow up review meeting/phone call/email

Step 4a

If issue is resolved:
- Continue regular discussion with all parties
- Monitoring of all parties
- Follow up on suggested/agreed actions from meeting with parents/carers.

Step 4b
If issue remains unresolved parent/carer contact Executive head teacher or Head of school
0114 2692677 enquiries@tp.dsat.education

Discussion/interview with all parties
Follow up actions/strategies agreed.

If the issue continues to be unresolved….

Step 5a
If Academy:
Details of academy given to parents/carer:

The Diocese of Sheffield Academies Trust
Flanderwell Early Excellence Centre
Greenfield Court
Flanderwell
Rotherham
S66 2JF

Tel: 01709 718640

Email: ntowers@dsat.education

Step 5b
If LA maintained:

Details of LA complaints officer given to parents/carers:

N/A