Anti -Bullying Policy

October 2, 2024
Version 1

RECORD OF POLICY AMENDMENT / HISTORY

Version / Issue	Author	Date	Reviewed/ Approved By Governors/ Headteacher	Minute No.	Reason for Change
1.0	AJH/JMA	2/10/24			New Policy
1.1					
1.2					
1.3					
1.4					
1.5					

1. Aim and Objectives

Our aim is to provide a learning environment free from any threat or fear which will enable us to support the aspirations, achievement and welfare of everyone in the school community.

To achieve this our objectives are:

- To reduce and eradicate wherever possible instances in which children are subjected to bullying in any form, including racist bullying, homophobic or gender variant bullying, of children who may be vulnerable (for example Autistic, SEND, EAL) and cyber bullying.
- To establish appropriate ways of dealing with bullying and provide after-care should an incident occur.
- To ensure that all children, staff and parents are aware of this Policy and fulfil their obligations to it.

2. Bullying – A Definition

We can define bullying as deliberate behaviour or aggression by one or more people, which produces damaging or hurtful effects, physically or emotionally, either directly or indirectly through means such as online gaming and social media, to any individual. It is often repeated over a period of time

Values and Beliefs Underlying this Policy

It is important that everybody across the school understands that bullying is unacceptable;
- The school recognises the detrimental effect on children / young people who may be subjected to bullying and will work actively to minimise the risks.
- Both those who are bullied and those who bully will be treated in a supportive manner;
- A personalised programme will be created to ensure children / young people feel safe after an instance of bullying.
- The harmful effect on pupil performance which can be induced by bullying is recognised and the school is committed to combating all bullying behaviour.

3. Persons Covered by the Policy

All children / young people on the school roll will be covered by this policy, along with all employees of the school.

4. Preventative work in School

The school will make every effort to combat bullying behaviours by establishing and maintaining the following;

- The setting of appropriate targets within a children / young people's
- The range of rewards and Next steps outlined in the school behaviour policy, including the methods of acknowledging positive behaviour.
- Allocation of specific roles and responsibilities in order that incidents may be detected, behaviour monitored and appropriate after-care delivered.
- All incidents will be recorded and collated and periodically reviewed.
- Communication of the policy in order to ensure that staff, parents, children / young people and governors are aware of the policy and their individual responsibilities.
- Staff training to ensure that all responsibilities in respect of this policy can be delivered in a competent, caring and efficient manner.
- Establishing appropriate staff - children / young people forums in order that current issues with regard to bullying can be discussed on a regular basis (pastoral time, PSHE work, Assemblies).
- Examination of preventative measures (e.g. supervision levels) in an effort to reduce the risks of bullying behaviour occurring.
- In relation to use of ICT no children / young people should be accessing without supervision.
- Adopting a no mobile phone rule during school hours.

5. Dealing with Bullying

We believe that bullying is completely unacceptable. Cases of bullying are not common, each and every case is dealt with urgently and thoroughly. If a child / young people is found to be bullying, they are supported appropriately. This will include helping them to understand why their behaviour is wrong and how they can change it.

6. Stages in managing bullying in school

1. Children / young people are encouraged to tell staff, teaching or non-teaching, of any incident of bullying relating to themselves or other children / young people. Individual class teachers will use a variety of ways to ensure that children / young people have the opportunities to raise such issues, if necessary, confidentially.

2. Staff will make every effort to watch and listen carefully for any signs of bullying and be prepared to act firmly against it.

3. When an incident of alleged bullying is reported or observed it will be investigated initially by the class teacher, who will then report it to the Headteacher/DSL. If it is a serious incident (involving bodily harm), the matter may be referred directly to the Headteacher/DSL

4. When investigating the incident, the member of staff will listen carefully and make accurate notes on what has happened. Both parties will be listened to, and if necessary, third parties as required. Staff will deal sensitively with the investigation in order to avoid making the situation worse for the victim of the bullying.

5. If bullying is revealed, staff will deal with the bullies in an appropriate way, with reference to the sanctions outlined in the school Behaviour Policy. There will be an emphasis on helping the bully to identify why their behaviour is wrong and looking at how they can change it.

6. *All incidents of bullying will be recorded through Schoolpod in the first instance followed by My concern by the end of the working day.*

7. *In the first incident the tutor will contact parents if it is deemed that a bullying event has occurred. This will always happen if bullying is repeated on a regular basis. Parents of children / young people who repeatedly demonstrate bullying behaviour will be invited into school to discuss how they can support the school at home by helping with their child's behaviour. If there is no improvement, it may be necessary to involve other agencies. Cases of very serious or repeated bullying could ultimately lead to Suspension/exclusion for school.*

7. Prevention of Bullying
As a school we are committed to providing a happy, safe and secure environment for all our children / young people. One way we try to achieve this is by the adoption of positive strategies to prevent or discourage bullying.

These are some of the strategies we employ;

- We foster group work and co-operative learning.
- We provide opportunities for children / young people to discuss their feeling and concerns with staff.
- We promote an atmosphere of openness.
- Teaching children / young people how to stay safe online.
- School will offer parents/carers e-safety guidance.
- We provide opportunities to explore issues related to bullying and other inappropriate behaviour in creative writing, art and drama.
- We make efforts to supervise children / young people carefully and with appropriate staff ratios;
- We listen carefully to children and are in tune with changes within behaviour that are observed.

8. Cyber bullying
- Cyberbullying, along with all other forms of bullying, will not be tolerated at School fo

8.1 Preventing and addressing cyber bullying
- To help prevent cyber-bullying, we will ensure that children / young people understand what it is and what to do if they become aware of it happening to them or others. We will ensure that children / young people know how they can report any incidents and are encouraged to do so, including where they are a witness rather than the victim.

- The school will actively discuss cyber-bullying with children / young people, where applicable, explaining the reasons why it occurs, the forms it may take and what the consequences can be. Class teachers will discuss cyber-bullying with their class groups.
- Teaching staff are also encouraged to find opportunities to use aspects of the curriculum to cover cyber-bullying. This includes personal, social, health and economic (PSHE) education, and other subjects where appropriate.
- All staff, governors and volunteers (where appropriate) receive training on cyber-bullying, its impact and ways to support children / young people, as part of safeguarding training (see section 11 for more detail).
- The school also sends information/leaflets on cyber-bullying to parents so that they are aware of the signs, how to report it and how they can support children who may be affected.
- In relation to a specific incident of cyber-bullying, the school will follow the processes set out in the school behaviour policy. Where illegal, inappropriate or harmful material has been spread among pupils, the school will use all reasonable endeavours to ensure the incident is contained.
- The DSL will consider whether the incident should be reported to the police if it involves illegal material, and will work with external services if it is deemed necessary to do so.

8.2 Generative artificial intelligence (AI)

Artificial intelligence (AI) tools are now widespread and easy to access. Staff, children / young people and parents/carers may be familiar with generative chatbots such as ChatGPT and Google Bard.

As a School we recognises that AI has many uses to help children/ young people learn, but may also have the potential to be used to bully others. For example, in the form of 'deepfakes', where AI is used to create images, audio or video hoaxes that look real.

9. Involvement of Pupils

It is important that children / young people recognise the difficulties staff may encounter in ensuring that the Anti- Bullying Policy is effectively enforced. In this regard, children / young people are expected to:

- Read the Child Friendly Anti-Bullying and Cyber Bullying Policy Poster. This is a definition of what we do and don't do to each other, as written by the children / young people.
- Report all incidents of bullying to a member of staff.
- Act in a respectful and supportive manner to their fellow peers, reporting any suspected incidents which the victim may be afraid to report.
- Support the aims and objectives of this statement and keep the school rules.
- Refrain at all times from any behaviour which could constitute the bullying of fellow children / young people.
- Anti-Bullying Ambassadors, a group of children / young people, which will take on various roles within the school to support everyone to develop their understanding in behaving in a respectful and supportive manner towards their peers (appendices 1-3).

10. Involvement of Parents

We believe that parents should be involved will all aspects of their children's education. This also applies to behaviour.

The school relies very much on children / young people and parents alerting classroom staff or the Pastoral Team of a problem. Early identification of any problem helps us to solve them more quickly. Parents should be aware that the school need to be informed if there are problems or worries at home that might affect a child's / young person's work or behaviour.

Parents can help the school by;

- Stressing to their children the importance of sociable behaviour.
- Reporting to us any misgivings they have concerning behaviour.
- Actively endorsing and supporting the Anti-Bullying Policy.
- Noting that it is never appropriate to use physical violence against, or in any other way seek to bully, a bully.

13. Post incident support

When an incident of bullying has occurred it is imperative that all parties receive some form of support both the alleged perpetrator and victim. The support the child / young person receives should be bespoke to the individual however listed below are different avenues that we suggest should be explored.:-
- Reflection time for all parties either together or separate
- Wellbeing sessions
- Feedback questionnaire tailored to the situation
- Advocate system as defined by child / young person preference to monitor and support
- Behaviour monitoring longer term (number of incidents)
- External referral for higher level support if needed HOPE/Sound minds/CAMHS.

14. Evaluation and Review

In order to assess the effectiveness of this policy, the following standards will be used as a means of measuring performance;

- From incident sheet data of one term via School pod
- The comparison of such data to subsequent terms via school Pod

This policy will be considered a living document. It will be periodically reviewed and updated.

Ultimate responsibility for its introduction and implementation will rest with the Headteacher, who will consult with the Governing Body. However, all staff, children / young people and parents have an active role to play in the development and maintenance of the policy.

To be read in conjunction with:
Behaviour policy
Safeguarding and Child Protection

Appendix 1

<u>Expectations:</u>
- ✓ Recognise unkind/bullying words
- ✓ Recognise kind words/ kind actions
- ✓ Identify ways we can be a kind friend and demonstrate within the classroom environment.
- ✓ Communicate with a trusted adult if worried/concerned/ upset/ hurt/ sad.
- ✓ Recognise/use a buddy stop.
- ✓ Attend/contribute to a half termly meeting.

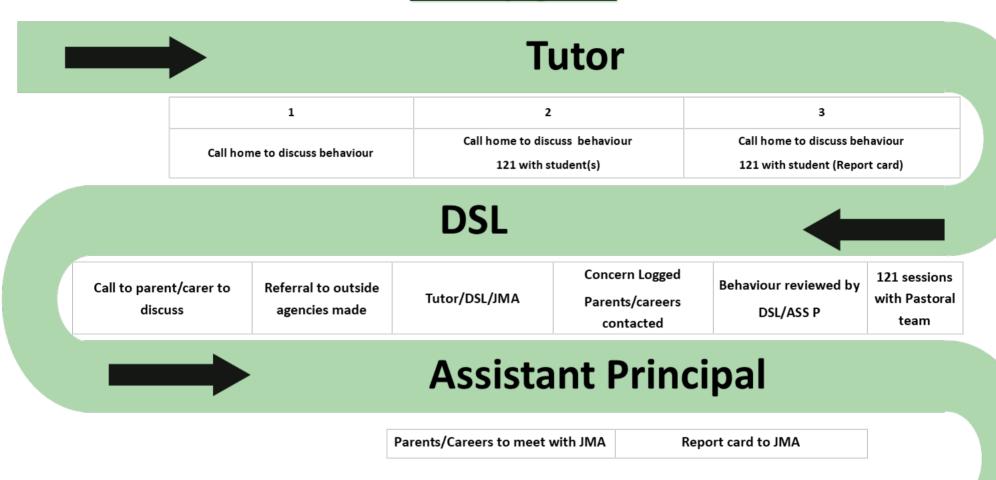### Anti-bullying Ocean/Hub Pathway Training and Expectations

<u>Training completed:</u>
- ✓ Watch Cbbc Newsround Anti-bullying week 'Kids Unite' Video.
- ✓ Group discussion surrounding what bullying is, defined as repeatedly trying to hurt or upset another person.
- ✓ Group discussion of our feelings around bullying.
- ✓ Look at safeguarding team poster and discuss how those adults can be accessed.
- ✓ Name trusted adults from staff teams that can help.
- ✓ Look at discuss whole school Anti-bullying Policy
- ✓ Certificate achieved/ ambassador name and photo displayed within the classroom.

<u>Expectations:</u>
- ✓ Recognise bullying throughout the school environment (classrooms and communal/shared area's).
- ✓ Be a good friend/ offer help to peers as appropriate.
- ✓ Recognise/use a buddy stop.
- ✓ Promote anti-bullying by participating in teacher planned activities in class/ act as a role model
- ✓ Act as a role model throughout school.
- ✓ Understand the school has an Anti-bullying Policy which states bullying is unacceptable.
- ✓ Attend/contribute to a half termly meeting.

Anti Bullying at PLS

Tutor

1	2	3
Call home to discuss behaviour	Call home to discuss behaviour 121 with student(s)	Call home to discuss behaviour 121 with student (Report card)

DSL

Call to parent/carer to discuss	Referral to outside agencies made	Tutor/DSL/JMA	Concern Logged Parents/careers contacted	Behaviour reviewed by DSL/ASS P	121 sessions with Pastoral team

Assistant Principal

Parents/Careers to meet with JMA	Report card to JMA

Principal

Parents/Carers to meet with Principal