

# Castlefields Primary School



## Anti-Bullying Policy

Review date	Spring 2023
Next review date	Spring 2024
Responsibility	Headteacher/ Governors
Document location	Comp 2/Policy Docs

## Anti-Bullying Policy

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools.

This policy takes into account the following documents:

- Preventing and Tackling Bullying Advice for Head Teachers, Staff and Governing Bodies DfE – July 2017
- Guidance for safer working practice for those working with children and young people in education settings – October 2015
- Keeping Children Safe in Education September 2022
- Shropshire Children's Trust (SCT) and Shropshire Safeguarding Children Board (SSCB)
- SSCB Child Protection Procedures 2022
- See also Safeguarding and Single Equality Policy

Castlefields School will not discriminate against a pupil, prospective pupil, parent or member of staff by treating them less than favourably because of their:

- gender
- race
- disability
- religion or belief
- sexual orientation
- gender reassignment
- pregnancy or maternity

**Bullying is defined as deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those being bullied to stand up for themselves.**

Bullying can be between peers (child-on-child abuse); or between an adult and a child.

The four main types of bullying are:

- Physical (hitting, kicking, theft)
- Verbal (name calling, racist remarks)
- Indirect (teasing, spreading rumours, excluding someone from social groups)
- Cyber bullying including sexting (by email, text or on social networking sites)

Pupils who are being bullied may show changes in behaviour, such as becoming shy and nervous, feigning illness, taking unusual absences or clinging to adults. There may be evidence of changes in work patterns, lacking concentration or truanting from school. Pupils must be encouraged to report bullying in schools.

All school staff must be alert to the signs of bullying and act promptly and firmly against it in accordance with school policy. There is no hierarchy of bullying – all forms of bullying should be taken equally seriously and dealt with appropriately. This is the case even where incidents occur outside the school premises (The Education Act 2006 gives head-teachers the power to discipline pupils even where incidents of bad behaviour take place outside school premises and when the pupils are beyond the lawful control of school staff).

## **Statutory duty of schools**

Head teachers have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils.

### **Implementation**

#### **Schools**

The following steps may be taken when dealing with incidents:

- School staff will report any incidents on CPOMS which alerts the Senior Leader Team
- 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 of the incident will be reported on CPOMS
- When necessary a member of the Senior Leader Team will interview all concerned and will record the incident on CPOMS
- Class teachers will be kept informed through a CPOMS alert
- Parents will be kept informed
- Punitive measures will be used as appropriate and in consultation with all parties concerned.
- The school will inform the Local Authority and the Trust Board of any hate or prejudice related incident as part of the school's Public Sector Equality Duty under the Equality Act 2010 and in support of the Shropshire Tackling Hate Crime Initiative; a report form is available through the Shropshire Learning Gateway
- The Headteacher will report the number of incidences of bullying and hate crime to school governors in the Headteacher's termly report.

#### **Pupils or adults**

Pupils or adults who have been bullied will be supported by:

- Offering an immediate opportunity to discuss the experience with a class teacher or member of staff of their choice
- Reassuring the pupil
- Offering continuous support
- Restoring self-esteem and confidence
- Whole class circle time around the issue

Pupils or adults who have bullied will be helped by:

- Discussing what happened
- Discovering why the pupil became involved
- Establishing what needs to change
- Informing parents or guardians

Within the curriculum the school will raise the awareness of the nature of bullying through inclusion in PSHE (Seal Unit – Anti Bullying), assemblies (especially in Anti-Bullying Week in November) and subject areas, as appropriate, in an attempt to eradicate such behaviour.

### **Monitoring, evaluation and review**

The school will review this policy annually and assess its implementation and effectiveness. The policy will be promoted and implemented throughout the school.