



**Bishop David  
Sheppard**

**CE Primary School**

Following Jesus, together we succeed

# **Anti-Bullying Policy**

Date: September 2022

Renewal Date: September 2024

**This anti-bullying policy sits alongside our behaviour policy and has its foundations in the school's vision statement and our 6 Christian values of Friendship, Compassion, Forgiveness, Endurance, Respect and Fairness which are expressions of Christian love. It has close links to the SMSC, PSHE, Child Protection, SEND, Behaviour, E-Safety and Equality policies. This policy has been adopted with the approval of the Governing Body. It will be renewed on a regular basis. This policy reflects the ethos of the articles agreed at the U.N. convention on the Rights of the Child.**

## SCHOOL ETHOS

The school recognises its foundation in the Church of England and aims to serve its community by providing an education of the highest quality within the context of Christian belief and practice. It encourages an understanding of the meaning and significance of faith, and promotes Christian Values through the experience it offers to all its pupils. Our intention is to provide a happy caring environment in which an individual child can learn to value excellence, achieve his/her potential and discover for themselves a genuine delight in learning.

## VISION STATEMENT

### **Following Jesus, together we succeed**

Our Vision Statement, which all of our children know, is underpinned by 6 Christian Values which we focus on throughout all we do in school.

### **Rationale**

We believe that every child has the right to feel safe in school and enjoy their education without the fear of bullying behaviour. Our approach is to build the children's self-esteem and confidence and for our approach to be consistent across the school. We intend that the policy is clearly understood and shared by all, children, staff and parents.

This anti bullying policy takes its place within the general aims of the school.

### **Objectives of this Policy**

This policy outlines what Bishop David Sheppard Primary School will do to prevent and tackle bullying. We are committed to supporting an anti-bullying culture whereby no bullying, including between adults or adults and children and young people will be tolerated.

## **Definition of bullying**

Bullying is “Behaviour by an individual or a group, usually repeated over time that intentionally hurts another individual either physically or emotionally”. (DfE “Preventing and Tackling Bullying”, March 2014)

Bullying can include: name calling, taunting, mocking, making offensive comments; kicking; hitting; taking belongings; producing offensive graffiti; gossiping; excluding people from groups and spreading hurtful and untruthful rumours. This includes the same inappropriate and harmful behaviours expressed via digital devices (cyberbullying) such as the sending of inappropriate messages by phone, text, Instant Messenger, through websites and social media sites and apps, and sending offensive or degrading images by mobile phone or via the internet.

## **Forms of bullying covered by this policy**

Bullying can happen to anyone. This policy covers all types of bullying including:

- Bullying related to race, religion or culture.
- Bullying related to SEND (Special Educational Needs or Disability).
- Bullying related to appearance or physical/mental health conditions.
- Bullying related to sexual orientation (homophobic bullying).
- Bullying of young carers, children in care or otherwise related to home circumstances.
- Sexist, sexual and transphobic bullying.
- Bullying via technology –“cyberbullying”

## **Our school community:**

- Discusses, monitors and reviews our anti-bullying policy and practice on a regular basis
- Supports all staff to promote positive relationships to prevent bullying and will intervene by identifying and tackling bullying behaviour appropriately and promptly.
- Ensures that pupils are aware that all bullying concerns will be dealt with sensitively and effectively; that pupils feel safe to learn; and that pupils abide by the anti-bullying policy.
- Reports back to parents/carers regarding their concerns on bullying and deals promptly with complaints. Parents/ carers in turn work with the school to uphold the anti-bullying policy.

- Seeks to learn from good anti-bullying practice elsewhere and utilises support from the Local Authority and other relevant organisations when appropriate

### **Liaison with parents and carers**

We will:

- Make sure that key information (including policies and named points of contact) about bullying is available to parents/carers in a variety of formats
- Ensure that all parents/carers know who to contact if they are worried about bullying
- Ensure all parents/carers know about our complaints procedure and how to use it effectively
- Ensure all parents/carers know where to access independent advice about bullying
- Work with all parents/carers and the local community to address issues beyond the school gates that give rise to bullying
- Ensure that parents work with the school to role model positive behaviour for pupils, both on and offline

### **Preventing, identifying and responding to bullying:**

The school community will:

- Create and support an inclusive environment which promotes a culture of mutual respect, consideration and care for others which will be upheld by all
- Work with staff and outside agencies to identify all forms of prejudice-driven bullying
- Actively provide training for children and staff on what bullying is and how it should be dealt with
- Actively provide systematic opportunities to develop pupils' social and emotional skills, including their resilience
- Provide a range of approaches for pupils, staff and parents/carers to access support and report concerns
- Challenge practice which does not uphold the values of tolerance, non-discrimination and respect towards others
- Consider all opportunities for addressing bullying in all forms throughout the curriculum and supported with a range of

approaches such as through displays, assemblies, peer support and the School Council

- Regularly update and evaluate our approaches to take into account the developments of technology and provide up-to-date advice and education to all members of the community regarding positive online behaviour
- Train all staff including teaching staff, support staff (including administration staff, lunchtime support staff and site support staff) and pastoral staff to identify all forms of bullying, follow the school policy and procedures (including recording and reporting incidents)
- Proactively gather and record concerns and intelligence about bullying incidents and issues so as to effectively develop strategies to prevent bullying from occurring
- Actively create “safe spaces” for vulnerable children and young people
- Use a variety of techniques to resolve the issues between those who bully and those who have been bullied
- Work with other agencies and the wider school community to prevent and tackle concerns
- Celebrate success and achievements to promote and build a positive school ethos
- Ensure that any discipline must take account of special educational needs or disabilities that the pupils involved may have.

### **Involvement of pupils**

We will:

- Regularly canvas children and young people’s views on the extent and nature of bullying
- Ensure that all pupils know how to express worries and anxieties about bullying
- Ensure that all pupils are aware of the range of sanctions which may be applied against those engaging in bullying
- Involve pupils in anti-bullying campaigns in schools and embedded messages in the wider school curriculum
- Publicise the details of help lines and websites
- Offer support to pupils who have been bullied and to those who are bullying in order to address the problems they have

## **School Procedure:**

The following is a list of actions available to staff depending on the perceived seriousness of the situation. The emphasis is always on a caring, listening approach as bullies are often victims too – that is sometimes why they bully.

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses individually using Restorative Justice procedures and questions.
- Identify the bully and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated.
- If the person doing the bullying owns up then sanction procedures outlined in the Behaviour Policy will be followed
- Incidents of bullying are recorded by our Pastoral Mentor
- Consistently use Restorative Justice procedures with all children.
- Keep an informal log of incidents if there are concerns
- Involve all parties together to discuss the issues if agreed by all parties
- Allow children time to sort things out.
- Support & empower children to resolve the conflict & understand their role in the issues
- Establish an agreement between the children where needed
- Inform parents
- Follow up with further discussions with individuals as and when appropriate
- When necessary support children individually or together
- If the incidents persist and are causing a health and safety issue, then the Head Teacher could instigate exclusion procedures (see Behaviour Policy)

## **Prevention & Strategies to Reinforce our Policy on Anti-bullying:**

- When designing our class charters at the start of the school year, a philosophy of anti-bullying is an integral part of what is done
- Anti-bullying week - Visitors to lead assemblies and class work on anti-bullying
- Children are made aware of strategies to deal with low level issues and what to do in different situations including situations of cyberbullying.
- Children participate in role play work in class as part of PSHE and Collective Worship
- Making use of curriculum opportunities to raise pupil awareness e.g. through RE and Worship, cross curricular themes, drama, story writing and literature
- A whole-school reward system

- Good quality role models
- Adult modelling of appropriate response to a wide range of scenarios
- Children & parents have a good knowledge of the procedure/policy
- Children have a clear understanding of their rights & responsibilities
- E-safety frequently discussed and taught
- Use of Play Leaders
- Use of Mentors
- Adults to deal with a situation, even if minor, as soon as it is reported. Talking to the children may prevent the situation escalating

### **The Role of Governors**

- The governing body supports the Headteacher in all attempts to eliminate bullying from our school.
- The governing body will not condone bullying at all in our school, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.
- The governing body monitors incidents of bullying that do occur, and reviews the effectiveness of this policy regularly.
- The governors require the Headteacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school's anti-bullying policy.
- If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Headteacher. If they are still concerned, they should contact the Governing Body via the school office manager.

### **The Role of the Headteacher**

- It is the responsibility of the Headteacher to implement the school Anti-bullying Policy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying.
- The Headteacher reports to the governing body about the effectiveness of the anti-bullying policy on request.
- The Headteacher ensures that all children know that bullying is unacceptable behaviour.
- The Headteacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- The Headteacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

- **The Role of all Staff**

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place
- All adults to deal with situations quickly to prevent situations escalating
- All adults to follow up on what they have agreed e.g. keeping an eye on the children involved, follow up discussion etc.
- Teachers are responsible for recording of all incidents of bullying that happen in their class, and that they are aware of in the school
- If a child is being bullied or is bullying others, the class teacher will inform the child's parents, the Pastoral Mentor and the Head Teacher
- The school may also record incidents that occur near the school, or on the children's way between school and home, that we are made aware of. All adults who witness an act of bullying should report it to the Pastoral mentor.
- When any bullying taking place between members of a class, the teacher will deal with the issue immediately, in accordance with our procedures
- All members of staff routinely attend training, which equips them to identify bullying and to follow school policy and procedures with regard to behaviour management
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all
- When responding to cyberbullying concerns the school will take all available steps to identify the bully, including looking at the school systems, identifying and interviewing possible witnesses, and contacting the service provider and the police, if necessary. The police will need to be involved to enable the service provider to look into the data of another user. The school will do all they can to ensure that any online postings are removed.
- Where the bullying takes place outside of the school site then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school's behaviour policy

### **The Role of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard



- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your complaint will be taken seriously and appropriate action will follow.
- If a child has bullied your child, please do not approach that child, their parents or involve an older child to deal with the bully. Please inform school immediately and we will deal with it following the school procedures.
- It is important that you advise your child not to fight back. It can make matters worse! Staff should be informed as soon as possible so they can deal with the issue.
- Tell your child that it is not their fault that they are being bullied
- Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately.
- Remember incidents are confidential. Do not discuss them with other parents on the playground. Speak to school staff if you have concerns.
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the Headteacher. If they are still concerned, they should contact the Governing Body via the Office Manager.

### **The Role of Children**

What can children do if they are being bullied or they know someone being bullied?

Each term, or when incidents occur, class teachers will discuss bullying and will reinforce that children should use the following strategies:

- Remember that your silence is the bully's greatest weapon. Tell yourself that you do not deserve to be bullied and that it is wrong.
- Be proud of who you are. It is good to be individual.
- Try not to show that you are upset or scared. It is hard, but a bully thrives on someone's fear.
- Stay with a group of friends/people. There is safety in numbers.
- Be strong inside – say "No!" Walk confidently away. Go straight to a teacher or member of staff.

- If you are getting emails, texts or messages that make you feel hurt or uncomfortable, please save them and show them to an adult. Do not respond to them.
- Fighting back may make things worse – don't do it. Generally it is best to tell an adult you trust straight away. You will get immediate support. Teachers will take you seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for you.

### **What do you do if You Know Someone Is Being Bullied?**

- Take action! Watching and doing nothing looks as if you are on the side of the bully. It makes the victim feel more unhappy and on their own.
- Tell an adult immediately. Teachers will deal with the bully without getting you into trouble.
- Do not take direct action yourself.

### **Supporting Adults**

Adults (staff and parents) who have been bullied or affected will be supported by:

- Offering an immediate opportunity to discuss the concern with a senior member of the Leadership Team
- Being advised to keep a record of the bullying as evidence and discuss how respond to concerns
- Where the bullying takes place outside of the school site but is impacting upon children within school, then the school will ensure that the concern is investigated and that appropriate action is taken in accordance with the school's behaviour policy
- Reassuring and offering appropriate support
- Working with the wider community and local/national organisations to provide further or specialist advice and guidance
  
- Clarifying the school's official procedures for complaints or concerns
- If online, requesting content be removed and reporting account/content to service provider
- Instigating disciplinary, civil or legal action in line with the school disciplinary procedure

The school's policy on Equal Opportunities is adhered to.

## Supporting Organisations and Guidance

- Anti-Bullying Alliance: [www.anti-bullyingalliance.org.uk](http://www.anti-bullyingalliance.org.uk)
- Beat Bullying: [www.beatbullying.org](http://www.beatbullying.org)
- Childline: [www.childline.org.uk](http://www.childline.org.uk)
- DfE: “Preventing and Tackling Bullying. Advice for headteachers, staff and governing bodies”, and “Supporting children and young people who are bullied: advice for schools” March 2014:  
<https://www.gov.uk/government/publications/preventing-and-tackling-bullying>
- DfE: “No health without mental health”:  
<https://www.gov.uk/government/publications/no-health-without-mental-health-a-cross-government-outcomes-strategy>
- Family Lives: [www.familylives.org.uk](http://www.familylives.org.uk)
- Kidscape: [www.kidscape.org.uk](http://www.kidscape.org.uk)
- MindEd: [www.minded.org.uk](http://www.minded.org.uk)
- NSPCC: [www.nspcc.org.uk](http://www.nspcc.org.uk)
- PSHE Association: [www.pshe-association.org.uk](http://www.pshe-association.org.uk)
- Restorative Justice Council: [www.restorativejustice.org.uk](http://www.restorativejustice.org.uk)
- The Diana Award: [www.diana-award.org.uk](http://www.diana-award.org.uk)
- Victim Support: [www.victimsupport.org.uk](http://www.victimsupport.org.uk)
- Young Minds: [www.youngminds.org.uk](http://www.youngminds.org.uk)
- Young Carers: [www.youngcarers.net](http://www.youngcarers.net)

## Cyberbullying

- Childnet International: [www.childnet.com](http://www.childnet.com)
- Digizen: [www.digizen.org](http://www.digizen.org)
- Internet Watch Foundation: [www.iwf.org.uk](http://www.iwf.org.uk)
- Think U Know: [www.thinkuknow.co.uk](http://www.thinkuknow.co.uk)
- UK Safer Internet Centre: [www.saferinternet.org.uk](http://www.saferinternet.org.uk)

## LGBT

- EACH: [www.eachaction.org.uk](http://www.eachaction.org.uk)
- Pace: [www.pacehealth.org.uk](http://www.pacehealth.org.uk)
- Schools Out: [www.schools-out.org.uk](http://www.schools-out.org.uk)
- Stonewall: [www.stonewall.org.uk](http://www.stonewall.org.uk)

## SEND

- Changing Faces: [www.changingfaces.org.uk](http://www.changingfaces.org.uk)
- Mencap: [www.mencap.org.uk](http://www.mencap.org.uk)

- DfE: SEND code of practice:  
<https://www.gov.uk/government/publications/send-code-of-practice-0-to-25>

### **Racism and Hate**

- Anne Frank Trust: [www.annefrank.org.uk](http://www.annefrank.org.uk)
- Kick it Out: [www.kickitout.org](http://www.kickitout.org)
- Report it: [www.report-it.org.uk](http://www.report-it.org.uk)
- Stop Hate: [www.stophateuk.org](http://www.stophateuk.org)
- Show Racism the Red Card: [www.srtrc.org/educational](http://www.srtrc.org/educational)

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