Binsted CE Anti Bullying Policy

Faith, Hope and Love

Binsted CE Primary School is completely opposed to bullying and will not tolerate it. It is entirely contrary to the values and principles we work and live by. All members of the school community have a right to work in a secure and caring environment. They also have a responsibility to contribute, in whatever way they can, to the protection and maintenance of such an environment. This policy should be read in conjunction with our behaviour policy.

With the internet and the popularity of social networks, we know that cyber-bullying can take place outside the school environment where our pupils are members of online social groups. Binsted School will not tolerate any form of cyber-bullying; it will be managed according to the details outlined in this policy. This also includes any staff members who have been harassed online in regard to their roles at the school.

What is Bullying?

Bullying is deliberately hurtful behaviour repeated over time, where it is difficult for those being bullied to defend themselves. We do not tolerate bullying of any kind. Any incident of apparent bullying is investigated. Bullying is something that happens in an intentional, sustained and systematic way to the same person.

Example:

- Physical violence such as hitting, pushing or spitting at another pupil.
- Interfering with another pupil's property, by stealing, hiding or damaging it.
- Using offensive names when addressing another pupil.
- Teasing or spreading rumours about another pupil or his/her family.
- Making offensive remarks about a person's sexual orientation, gender, disability or religious faith.
- Belittling another pupil's abilities and achievements.
- Writing offensive notes or graffiti about another pupil.
- Excluding another pupil from a group activity.
- Ridiculing another pupil's appearance, way of speaking or personal mannerisms.
- Misusing technology for example internet sites or social media platforms to hurt or humiliate another person. This will include posting images without consent.

Aims and objectives

The Governors, Headteacher, Leadership team and all staff at Binsted CE Primary School acknowledge that bullying is wrong and damages individual children or adult. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable.

We aim to:

- Show commitment to overcome bullying through practising zero tolerance.
- Have a safe and secure environment where all can learn without anxiety and measures are in place to reduce the likelihood of bullying.

- Ensure a consistent school response to any bullying incidents that do occur using CPOMs.
- Make the school community aware of our opposition to bullying and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

This policy aims to promote the understanding that bullying is usually caused by discontentment/unhappiness in the aggressor.

Roles and responsibilities across the school
Governors' role

- Promote the wellbeing and ensure the safeguarding of all pupils in school
- Ensure the school carries out both the letter and the spirit of the legislation and statutory duties, and observes national and local guidance
- Provide leadership to ensure the development, implementation and regular review of the anti-bullying policy
- Ensure that policy and good practice is reflected in the school's anti-bullying practice
- Make anti-bullying a regular item at governor meetings
- Publish and keep under annual review the anti-bullying policy
- Ensure the policy includes references to age, disability, ethnicity, gender, religion and belief and sexual orientation
- Review the policy in consultation with pupils, parents/carers and staff and ensure that it is informed by, and responsive to, their experiences
- Ensure that the school makes use of monitoring data and understands its implications for the development of policies, procedures and practice
- Provide leadership to ensure a consistent response to all incidents of bullying and harassment
- Ensure the development and publication of a complaints procedure
- Record, investigate and respond to any complaints from parents/carers or the wider community related to the school's response to bullying

Headteacher and senior staff with key responsibilities *Role*

- Provide an appropriate and consistent role model for all staff, pupils and the wider school community
- Demonstrate by example the high standards of personal and social behaviour we expect of our pupils.
- Celebrate and share examples of good practice from the school and among individual staff and pupils
- Build and maintain a school ethos which is welcoming, supportive and inclusive of all pupils, parents/carers and staff
- Promote the wellbeing and ensure the safeguarding of all pupils in the school
- Provide support for the governors through the development and implementation of an effective anti-bullying policy
- Ensure the voice of pupils, staff, parents and carers is heard and communicated to governors

- Foster in our pupils self-esteem, self-respect and respect for others
- Discuss bullying with all classes, so that every pupil learns about the damage it causes to both the child who is bullied and to the bully and the importance of telling a teacher or another adult about bullying when it happens.
- Be alert to signs of distress and other possible indications of bullying.
- Listen to children who have been bullied, take what they say seriously and act to support and protect them.
- Report suspected cases of bullying to the designated Safeguarding Officer, the Headteacher and record on CPOMs.
- Follow up any complaint by a parent about bullying, and report back promptly and fully on the action which has been taken.
- Deal with observed instances of bullying promptly and effectively, in accordance with agreed procedures.

The Responsibilities of Pupils

We expect our pupils to:

- Intervene to protect the pupil who is being bullied, unless it is unsafe to do so.
- Use reporting methods; for example, a class worry box and speaking to trusted adults
- Report to a member of staff any witnessed or suspected instances of bullying, to dispel any climate of secrecy and help to prevent further instances.

The Responsibilities of Parents

We ask our parents to support their children and the school by:

- Watching for signs of distress or unusual behaviour in their children, which might be evidence of potential bullying.
- Advising their children to report any suspected bullying to their class teacher or trusted adult.
- Advise their children not to retaliate violently to any forms of bullying.
- Being sympathetic and supportive towards their children, and reassuring them that appropriate action will be taken.
- Informing the school of any suspected bullying, even if their children are not directly involved.
- Co-operate with the school, if their children are accused of bullying, trying to establish positive and agreed solutions.

PROCEDURES FOR DEALING WITH INCIDENTS OF IDENTIFIED BULLYING BEHAVIOUR

Action which may be taken including;

- Records kept –Using CPOMS.
- Contacting parents/carers of all pupils concerned in the bullying incident.
- Information shared amongst all school staff.
- Feedback to those concerned.
- Support for relevant parties involved- including victim and perpetrator.
- Sanctions – including internal and external exclusions if appropriate
- Contacting relevant professionals for example; Behaviour Support Team, MASH and Education Psychologist

CONTINUOUS PROFESSIONAL DEVELOPMENT OF STAFF

The school will review this policy at least annually, taking account of training needs and any recorded incidences. Continued staff professional development is ongoing to ensure that all staff are able to deal with situations that they will face. Staff will use recognised support sites such as NSPCC and Hampshire Safeguarding Hub.

LINKS WITH OTHER SCHOOL POLICIES

Child Protection Policy, Safeguarding Policy, Behaviour Policy, Complaints Policy, Confidentiality Policy and the Computing Policy.

MONITORING AND REVIEW

Reviewed Sept 26
Governors reviewed

SIGNATURE/DATE