



## Anti-bullying Policy

### Our vision:

Caister Primary Federation is a special place where all children can achieve in an engaging and inspiring environment. We are a warm and welcoming school. Care and consideration for others is at the heart of everything we do. We value each child as an individual. We nurture and celebrate their particular abilities and talents. We provide rich and full learning opportunities. Our children are provided with the self-confidence and skills to live, learn and thrive in a rapidly-changing world.

### What is Bullying?

*"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."*

*Anti Bullying Alliance 2021*

At Caister Primary Federation, bullying is viewed as a repetitive set of actions, that have the deliberate intention of harming someone physically, emotionally or mentally. Bullying of any nature, will not be tolerated within our whole school community.

**Bullying is NOT normal falling out or disagreements between children.**

### Aims and objectives of the anti-bullying policy

Our anti-bullying policy helps prevent, manage & tackle incidences of bullying. We recognise bullying to be in many different forms:

- **Emotional**- social exclusion, gas-lighting, making threats, undermining, tormenting.
- **Physical** – hitting, punching, pushing, kicking, hitting, pinching, spitting, unwanted and/or inappropriate physical touching, ie sexual harassment and/or assault or any use of violence, including damage to property
- **Racist** -racial taunts, graffiti, gestures
- **Verbal** - name-calling, insulting, verbal sexual harassment, using prejudice related language, sarcasm, spreading rumours, teasing.
- **Cyber**-All areas of internet, such as e-mail & internet chat room misuse, mobile threats by text messaging & calls. Misuse of associated technology, i.e. camera & video facilities
- **Prejudice** - This can include racism, sexism, homophobia and biphobia, transphobia, disablism & religious intolerance.

**This policy aims to produce a consistent school response to any bullying incidents that may occur. Bullying is wrong and damages children. We therefore do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.**

- ◆ Our whole school ethos and commitment is to prevent incidents of bullying and ensure everyone is aware of how to tackle bullying, if any incidences occur. Furthermore, PSHE, Jigsaw®, citizenship and circle time opportunities, allow children to discuss issues surrounding topics such as bullying. Within these lessons, preventative ideas are discussed to ensure the school remains a positive and happy learning environment for everyone.
- ◆ All governors and teaching and non-teaching staff are aware of the school policy regarding bullying, and follow it when bullying is reported. This policy ensures that all pupils and parents/carers know what to do if bullying arises and are secure in the knowledge that bullying incidences are discussed and dealt with, in line with this policy. This policy is made available, to everyone within the whole school community.

### The role of the head of school

It is the responsibility of the head of school to implement the school anti-bullying strategy and to ensure that **all** staff are aware of the school policy and know how to deal with incidents of bullying. The head of school reports to the governing body about the effectiveness of the anti-bullying policy on request.

- ◆ The head of school ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school.
- ◆ The head of school ensures that all members of staff receive sufficient training to be equipped to deal with all incidents of bullying.
- ◆ The head of school sets the school climate of mutual support and praise for success, therefore making bullying less likely. When children feel they are important and belong to our friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- ◆ Expected behaviour is rewarded within celebrations assemblies, the golden work book and golden wall throughout all year groups
- ◆ Any reports of persistent bullying will be noted on CPOMS & reported annually – which acts as a record of problems with individual children’s behaviour and acts as a record for transition/transfer to other schools.
- ◆ The Headteacher will ask for parents/carers/carers to come into the school to discuss issues relating to their child bullying and also liaise with parents/carers of the victim.

### **The role of all staff**

All staff take all forms of bullying seriously and intervene to prevent incidents from taking place. They keep their own records of all incidents that happen in their class and that they are aware of in the school.

- ◆ If staff witness an act of bullying, they do all they can to support the child who is being bullied.
- ◆ If a child is being bullied over a period of time, then, after consultation with the head of school, the teacher informs the child's parents/carers.
- ◆ If, as teachers, we become aware of any bullying taking place between members of a class, we deal with the issue immediately.
- ◆ Any child who has been the victim of any type of bullying, is supported by all staff to ensure they overcome what has occurred. Furthermore, both parents/carers and the pupil involved, are made aware of external services that can help.
- ◆ We spend time talking to the child who has bullied: we explain why the action of the child was wrong, and we try to help the child change their behaviour in future.
- ◆ If a child is repeatedly involved in bullying the child's parents/carers will be invited into the school to discuss the situation.
- ◆ In more extreme cases, for example where these initial discussions have proven ineffective, the head of school may contact external support agencies such as the social services, or support from school counselling services.
- ◆ The staff will support the Headteacher in discussions with parents/carers, of both children found to be bullying and also the parents/carers of the victims.

All staff discuss strategies for dealing with any bullying incidences at staff meetings and may attend appropriate professional development courses, to further equip them with ideas of how to deal with incidents of bullying and behaviour management.

**All staff attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.**

### **The role of governors**

The governing body supports the head of school in all attempts to eliminate bullying from our school. Any incidents of bullying that do occur, are taken very seriously and dealt with appropriately.

- ◆ The governing body monitors the incidents of bullying that occur, and reviews the effectiveness of the school policy regularly.
- ◆ The governors require the head of school to keep accurate records of all incidents of bullying and to report to the governors about the effectiveness of school anti-bullying strategies.

### **The role of parents/carers**

Parents/carers who are concerned that their child might be being bullied, or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately.

- ◆ Parents/carers have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.
- ◆ Within the school, we encourage a partnership between parents/carers and staff, to ensure that incidences such as those of a bullying nature remain at a minimum and are dealt with effectively.

**Procedure for dealing with an incident of bullying:**

- Staff are made aware of bullying incident.
- Incidents will be reported to the head of school and noted in the Serious Incidents Book as a permanent record of behaviour and also procedures followed by staff.
- All parents/carers of children involved, will be asked to attend meetings to discuss the problem.
- The bullying behaviour or threats of bullying are investigated and the bullying stopped quickly.
- An attempt will be made to help the bully (bullies) change their behaviour and these attempts will be monitored, to ensure effectiveness, by all staff.
- The victim of bullying will receive support, to ensure they once again feel happy and secure within their learning environment.
- Dependant on the nature of the bullying, it may be reported to the LEA or in extreme circumstances the police.

**Outcomes**

- The bully will be asked to explain their actions and understand the effect it has had on the other person(s) involved.
- The bully will be asked to put into place a course of action that will start to repair the problems that have been caused by the bullying.
- The bully should be encouraged to genuinely apologize.
- In serious cases, suspension or even exclusion will be considered.
- If possible, the pupils will be reconciled.
- After the incident / incidents have been investigated and dealt with, a process of monitoring and evaluation will ensue, to ensure bullying is not repeated.
- The victim will receive necessary support to ensure they overcome the incidences that have occurred. The victim of bullying will be monitored to ensure that the bullying does not re-occur.

**Monitoring and review**

This policy is monitored by the head of school and governors, who monitor all bullying incidents. Governors analyse information with regard to gender, age and ethnic background of all children involved in bullying incidents and make sure that all anti-bullying strategies remain effective.

**This policy should be read in connection with the following policies:**

- Behaviour and rewards
- Single Equalities
- Safeguarding
- Complaints Procedure

**Date last reviewed by Governing Body:** March 2023

**Review Date:** March 2025