



**Elmridge
Primary School**

BRIGHT FUTURES EDUCATIONAL TRUST

ANTI-BULLYING POLICY

Approved by:

Date:

Last reviewed on: January 2023

Next reviewed by: January 2024

'Empowering children to shape the world of tomorrow'

It is a Government requirement that all schools have an anti-bullying policy. In 2003 Ofsted published *Bullying: effective action in secondary schools*. This was followed By DfE guidance for schools under two headings: *Don't Suffer in Silence* and *Bullying – A Charter for Action*. This policy reflects this guidance

At Elmridge Primary School we are committed to providing a caring, friendly and safe environment for all of our pupils so they can learn in a relaxed and secure atmosphere. Elmridge Primary School has **a zero tolerance** to bullying and we take will take all forms of bullying seriously. Pupils and parents should be assured that they will be supported when bullying is reported. We will seek ways to counter the effects of bullying that may occur within school or in the local community. The school's ethos fosters high expectations of outstanding behaviour and we will challenge any behaviour that falls below this. Elmridge Primary School will implement an active and effective approach to identify and address all forms of bullying and will take effective steps to ensure that all pupils are happy, secure, confident and free from any form of bullying or harassment in order to thrive and succeed.

Aims and objectives

Bullying is wrong and damages children. We therefore do all we can to prevent it, by developing an ethos in which bullying is regarded as unacceptable.

The school will implement an active and effective approach to identify and address all forms of bullying and will take effective steps to ensure that all pupils are happy, secure, confident and free from any form of bullying or harassment in order to thrive and succeed.

This policy aims to produce a consistent response to any bullying incidents that may occur. We aim to make all those connected with the school aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the eradication of bullying in our school.

What is Bullying?

We believe 'bullying' is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group physically or emotionally. It is usual persistent and is often covert, and is a conscious attempt to hurt, threaten or frighten someone. It might be motivated by actual differences between children, or perceived differences'. (DfE)

All teachers and staff working within Elmridge Primary School will take every opportunity to get know individual pupils and will take suitable action to protect their wellbeing. Pupils will be encouraged to report incidents of bullying: these will be immediately investigated and recorded on the CPOMS system. Direct action will be taken against bullying, in line with our agreed policies and procedures.

Signs and Symptoms

Pupils may indicate through signs or behaviour that they are being bullied. All teachers and staff should be aware of these possible signs and should investigate further if a pupil:

- Is frightened of walking to or from school.
- Doesn't want to go into certain areas of the school.
- Is unwilling to attend school.

- Becomes withdrawn, anxious or lacking.
- Demonstrates a change in behaviour.

Types of bullying

DfE guidance defines bullying as ‘deliberately hurtful behaviour, repeated over a period of time, where it is difficult for those who are being bullied to defend themselves’.

There is no hierarchy of bullying, all forms of bullying are taken equally seriously and will be dealt with appropriately.

Bullying can be, but not limited to:

- **Physical** – pushing, poking, kicking, hitting, biting, pinching etc.
- **Verbal** – name calling, sarcasm, spreading rumours, threats, teasing, belittling
- **Emotional** – isolating others, tormenting, hiding books/belongings, threatening gestures, ridicule, humiliation, intimidating, excluding, manipulation, and coercion
- **Sexual** – unwanted physical contact, inappropriate touching, abusive comments, homophobic abuse, exposure to inappropriate films etc.
- **Online / Cyber** – posting on social media, sharing photos, sending nasty text messages, social exclusion etc.
- **Indirect** – can include the exploitation of individuals such as ‘false friendships’, criminal exploitation, sexual exploitation, and radicalisation
- **Prejudice-related** – derogatory and discriminatory language and behaviour including that which is racist, homophobic, biphobic, transphobic and disablist in nature. This language and behaviour may be directed towards people because of their race/ethnicity/nationality; because they are lesbian, gay, bisexual, or trans, or are perceived to be, or have a parent/carer, sibling, or friend who is, because they have a learning or physical disability. Such language and behaviour are generally used to refer to something or someone as inferior.

Roles and Responsibilities

Governors

The governing body will not condone any bullying at all 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 Head of School to keep accurate records of all incidents of bullying and to report on request about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school has dealt with a bullying incident can ask the chair of governors to look into the matter. The governing body will respond within ten working days to any request from a parent to investigate incidents of bullying. In all cases the governing body notifies the Head of School and asks for an investigation to be conducted and to report back to the governing body.

The Head of School

- To implement the school’s anti-bullying policy, and know how to identify and deal with incidents of bullying.
- To report to the governing body about the effectiveness of the anti-bullying policy on request.

- Ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school, in assemblies and in classroom teaching.
- Ensure the policy is made available to parents via the school website.
- Ensures that all staff, including lunchtime staff, receive sufficient training to be equipped to identify and deal with all incidents of bullying.
- Set the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour.
- Investigate all reported incidents of bullying.
- Inform parents of any incident of bullying and how it has been dealt with.
- Ensure school personnel report and record incidents of bullying.
- Ensure support mechanisms are in place to help those who have been bullied.
- Ensure all perpetrators of bullying are given time to discuss why they have bullied and why their actions were wrong.
- Impose sanctions on any pupil who continues to bully, considering permanent exclusion in the most serious incidents of bullying.
- Make effective use of relevant research and information to improve this policy.
- Work with the wider community to deal with bullying that takes place outside school.
- Proactively work with the police, parents/carers and the local community to help reduce local tensions.
- Provide leadership and vision in respect of equality.

Staffs Responsibilities

- To implement procedures to confront bullying of any form.
- To listen to all parties involved in incidents.
- To investigate incidents promptly and as fully as possible.
- To take appropriate action and to refer to SLT as appropriate.
- To share with parents of the victim, and bully, incidents of serious/ or persistent bullying.
- To promote the use of a range of learning styles and strategies which challenge bullying behaviour.
- To promote open management styles which facilitate communication and consultation within school and relevant agencies when appropriate.
- To promote the use of interventions which are least intrusive and most effective.

All staff at Elmridge take all forms of bullying seriously and will work hard to prevent it from taking place. Teachers keep their own records of all incidents that happen in their class. In every classroom there is a behaviour book which is the responsibility of the class teacher to complete with dates, times and incident details recorded. Incidents of bullying will also be recorded on CPOMs.

The Elmridge School values of friendship, respect, unity, aspiration and courage play a key role in creating a culture where bullying is not tolerated. Whole school and class collective worship is used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.

Parents and Carers

- Be made aware of and support this policy.
- Report to the school any concerns they have of their child being bullied.
- Be assured that they will be informed of incidents and will be involved in discussions.
- Be asked to take part in regular surveys conducted by the school.

- Support the school Home School agreement/ Code of Conduct and guidance necessary to ensure smooth running of the school.

Pupils

Pupils must:

- Be aware of and comply with this policy.
- Report if they are being bullied to a member of staff.
- Report if they see someone being bullied to a member of staff.
- Discuss ways of preventing bullying and participate in lessons and Collective worships.
- Ask to talk if you are really upset.
- Treat others, their work and equipment with respect.
- Talk to others without shouting and using language which is neither abusive nor offensive.
- Support the School's Golden Rules and guidance.
- Take part in questionnaires and survey

Procedures

1. Report all incidents of bullying immediately to a member of staff or SLT.
2. This will be immediately investigated and recorded.
3. Most suspected bullying incidents will be reported to parents and depending on the severity of the incident, they will be invited to attend a meeting.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying will be investigated and the bullying stopped quickly.
6. An attempt will be made to help the bully (bullies) change their behaviour.

Outcomes

1. The bully (bullies) may be asked to genuinely apologise. Other consequences as outlined in our behaviour policy may take place. In serious cases, suspension or even exclusion will be considered.
2. Formal recording (racism/ homophobia/ sexual.)
3. Liaison with parent/carer.
4. Involvement of external agencies.
5. After the incident / incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
6. If possible, the students will be reconciled.
7. School will support where possible, offering advice where bullying outside of school has occurred. (e.g. via the internet or mobile phones)

Monitoring and Review

This policy is monitored regularly by the Head of School, who report to governors on request about the effectiveness of the policy.

This anti-bullying policy is the governors' responsibility and they review its effectiveness annually. They do this through discussion with the Head of School.