

Guilden Sutton Church of England Primary School



'Love and Justice for All'

'And what does the Lord require of you? To act justly and to love mercy and to walk humbly with your God.' Micah 6:8.

through the teachings of Jesus all can flourish spiritually, emotionally and academically throughout life, living out love and justice for all.

Anti - Bullying Policy 2023 - 2024

Staff member responsible	Mrs. T Rainford
Governor/Other responsible	Mr. A Parker
Date of Policy	February 2024
Reviewed	Every 3 years

In line with our school motto, 'Love and justice for all,' all members of the school community, whatever their background, disability, ethnicity, gender, identity, learning difficulty, nationality, religion or sexual orientation are welcomed and treated with dignity and respect as people created in the image of God.

As a school, we are committed to not only dealing with bullying, but to do all that we can to prevent it happening in the first place. We seek to build self-esteem in pupils and to celebrate the similarities and differences in people. We use time during collective worship, religious education, PSHE and other curriculum areas to explore issues around bullying and consider other people's points of view and help our pupils learn how to manage their relationships with others. Each child's safety and happiness is of the highest priority for our school, as are our Christian values of love, justice, friendship, forgiveness, compassion and wisdom which underpin the school's family ethos.

Bullying of any kind is unacceptable and there is **zero tolerance** for this in our school. If bullying does occur, all pupils should be able to tell someone, feel supported and know that incidents will be dealt with promptly and effectively. We are a **TELLING** school. This means that **anyone** who knows that bullying is happening is expected to tell the staff as we believe it is everybody's business. All teachers, support staff, governors, parents and pupils should have an understanding of what bullying is and what to do if bullying arises.

What is Bullying?

Bullying is hurtful, unkind or threatening behaviour which is deliberate and repeated. Bullying can be carried out by an individual or a group of people towards another individual or group, where the bully or bullies hold more power than those being bullied.

The school does not tolerate bullying of any kind, whether it be physical, damaging property, verbal, psychological, emotional (e.g. excluding someone) or cyber. If we discover that bullying or intimidation has taken place, we act immediately to stop any further occurrences of such behaviour.

Bullying can be based on any of the following things:

- Race
- Religion or belief
- Culture or class
- Gender (sexist bullying)
- Sexual Orientation (homophobic or biphobic bullying)
- Gender Identity (transphobic bullying)
- Special Educational Needs or disability
- Appearance or health matters
- Related to home or other personal situations
- Related to another vulnerable group of people

Types of Bullying?

Many kinds of behaviour can be considered bullying, and bullying can be related to almost anything. Teasing another pupil because of their appearance, religion, ethnicity, gender, sexual orientation, home life, culture, or SEND are some of the types of bullying that can occur.

Bullying is acted out through the following mediums:

- Verbal
- Physical
- Emotional
- Online (cyberbullying)

Racist bullying: Bullying another person based on their ethnic background or skin colour. Racist bullying is a criminal offence under the Crime and Disorder Act 1998 and Public Order Act 1986.

Homophobic and biphobic bullying: Bullying another person because of their actual or perceived sexual orientation.

Transphobic bullying: Bullying based on another person's gender identity or gender presentation, or for not conforming to dominant gender roles.

Sexist bullying: Bullying based on sexist attitudes expressed in a way to demean, intimidate or harm another person because of their sex or gender. Sexist bullying may sometimes be characterised by inappropriate sexual behaviours.

Sexual bullying: Bullying behaviour that has a physical, psychological, verbal or non-verbal sexual dimension or dynamic that subordinates, humiliates or intimidates another person. This is commonly underpinned by sexist attitudes or gender stereotypes.

Ableist bullying: Bullying behaviour that focusses on another person's disability or support needs; this can include mocking the individual's disability or their needs, using derogatory words or slurs in relation to an individual's disability, or deliberately excluding an individual because of their disability.

Prejudicial bullying: Bullying based on prejudices directed towards specific characteristics or experiences, e.g. religion or mental health issues.

Relational bullying: Bullying that primarily constitutes of excluding, isolating and ostracising someone – usually through verbal and emotional bullying.

Socioeconomic bullying: Bullying based on prejudices against the perceived social status of the victim, including, but not limited to, their economic status, their parents' occupations, their health or nutrition level, or the perceived "quality" of their clothing or belongings.

Prevention

The school will clearly communicate a whole-school commitment to addressing bullying and have a clear set of values and standards which will be regularly promoted across the whole school.

All members of the school will be made aware of this policy and their responsibilities in relation to it. All staff members will receive training on identifying and dealing with the different types of bullying.

All types of bullying will be discussed as part of the relationships and health education curriculum, in line with the Primary Relationships and Health Education Policy.

This curriculum will explore and discuss issues at age-appropriate stages such as:

- Healthy and respectful relationships.
- Boundaries and consent.
- Stereotyping, prejudice and equality.
- Body confidence and self-esteem.
- How to recognise abusive relationships and coercive control.
- Harmful sexual behaviour, the concepts involved and why they are always unacceptable, and the laws relating to it.

Staff will encourage pupil cooperation and the development of interpersonal skills using group and pair work. Diversity, difference and respect for others will be promoted and celebrated through various lessons. Opportunities to extend friendship groups and interactive skills will be provided through participation in special events, e.g. drama productions, sporting activities and cultural groups.

Pupils

If you are being bullied in school:

- Talk to an adult that you trust, and take a friend with you if it helps. Alternatively, talk to a friend who can tell an adult for you.
- Do not listen to the bully when they say that you will be in trouble if you talk to someone. You are not doing anything wrong — they are.
- What you say will be passed to your teacher - you will be taken seriously.

If you see someone being bullied in school:

- The best thing you can do to help is to talk to someone, preferably an adult.

Pupils who have bullied will be helped by:

- Discussing what happened and the choices they made.
- Establishing the wrong-doing and the need to apologise and seek forgiveness and reconciliation.

Staff

If you are approached by a pupil or a parent, all staff and buddies have the responsibility to listen and pass on the details (using the Record of Concern proforma) to the Headteacher/Assistant Headteachers who will then investigate and follow up the matter. Staff will be kept up-to-date during Book of Concerns Time in the weekly staff meeting.

Once the investigation has been completed, the action that is required will be determined and communicated to all appropriate people.

The following steps may be applied:

- A warning to stop the bullying actions.
- A discussion aimed at reconciliation between the person being bullied and the bully/bullies.
- Parents of the bully/bullies will be informed.
- The situation will be monitored

If a pupil, parent or staff member shares concerns about bullying behaviour:

- Listen to what they have to say.
- Take it seriously.
- Record what they have said on a Record of Concern Sheet (blank copies are kept in each classroom and an electronic version is on 'Staff Share') and pass the information to the Headteacher/Assistant Headteachers.
- Make it clear that they have made the right decision to tell.
- The investigation will be carried out by the class teacher and a member of the Senior Leadership Team.

Parents

If your child is being bullied or is bullying in school:

- Contact the school and ask to speak to your child's class teacher or the Headteacher.
- Talk the problem over with the teacher.
- Keep the school informed of any further worries or incidents.

Procedure

- When bullying incidents are reported to staff, they will be recorded and reported to the Headteacher.
- The Headteacher/ Assistant Headteachers will carry out a full investigation.
- Class teachers will be kept informed.
- Parents of all parties will be kept informed.
- The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.
- Steps will be taken to help the bully/bullies change their behaviour by asking them to reflect on the choices they have made.
- Any plan of action will be documented and shared with all parties.
- All meetings will be minuted.

Support

In the event of bullying, victims will be offered the following support:

- Emotional support and reassurance from the school ELSA
- Reassurance that it was right to report the incident and that appropriate action will be taken
- Liaison with their parents to ensure a continuous dialogue of support
- Advice not to retaliate or reply, but to keep the evidence and show or give it to their parent or a member of staff

Outcomes

- When the appropriate apology and forgiveness from the person or persons affected by the incident has taken place, the children come to understand the importance of the Christian belief of forgiveness.
- After the incident has been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
- Agreed sanctions may be applied. In serious cases, exclusion will be considered.

The Safeguarding Governor will monitor any incidents of bullying that occur during safeguarding meetings with the Headteacher (at least termly), reporting a summary to the Full Governing Body (FGB) at termly meetings. The FGB will review the effectiveness of the school policy regularly. The governors require the Headteacher to keep accurate records of all incidents of bullying.

The Headteacher will report to the governors, on request, about the effectiveness of school anti-bullying strategies.