

Godolphin Primary School

Anti - Bullying Policy

Equality Impact Assessment

The EIA has not identified any potential for discrimination or adverse impact and all opportunities to promote equality have been taken.*	✓
The EIA has not identified any conflict with the Trust's co-operative values and the Church Schools' values.	✓
Adjust the policy to remove barriers identified by the EIA or better promote equality.	✓

*Inclusive of protected characteristics

Provenance	Date
Implementation	Sept 2020

Review Date
Reviewed September 2021. Amended to include changes to KCSiE 2021.
Reviewed September 2022. Amended to include changes to KCSiE 2022 and the DfE Behaviour in Schools guidance. Removal of Child to Child Abuse information as this is now a separate policy.
Next review: September 2023

To be read in conjunction with:	<ul style="list-style-type: none">● Child protection and Safeguarding Policy● Behaviour Policy● Child on Child Abuse Policy● Pupil Health and Wellbeing Policy● Online safety and Data Security Policy● Equality Policy● Exclusions Policy
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Aims

- To ensure that all people (children and adults) in the school community are able to work in a safe and secure environment free from humiliation, harassment, oppression and abuse.
- To clarify for all members of the school community that bullying is not acceptable and must be totally discouraged. Everyone must act in a positive way to ensure that bullying is challenged and reported.
- To ensure that all pupils, parents, staff and governors and others are aware of this policy and know that appropriate action will be taken.
- To recognise that bullying can take place off site and that the school will endeavour to respond appropriately as if it had happened on site by involving external agencies.

Definition of Bullying

Bullying is repeated aggression, verbal, psychological or physical conduct by an individual or group against others. We say a pupil is being bullied or picked on, when another pupil or group of pupils say nasty or unpleasant things to him or her. It is also bullying when a pupil is hit, kicked, threatened, sent nasty notes or when no one talks to him/her. Victims feel powerless to stop it. Others, such as parents for instance, may feel powerless to know how to help.

Bullying can take many forms but may be:

- Physical: e.g. hitting, kicking, taking or hiding belongings.
- Verbal: e.g. name calling, teasing, insulting, racist remarks, writing unkind notes.
- Emotional: e.g. spreading rumours, excluding from groups, tormenting, staring.
- A combination of the above: e.g. extortion (forcing someone to give up money or belongings) or intimidation (making someone frightened because of threats).
- Online bullying

Any of these may also have contexts, which discriminate in relation to race, sex, sexual orientation, SEN or disability.

Procedures for Noting and Reporting an Incident of Bullying Behaviour

1. All reports of bullying will be investigated and dealt with by the class teachers. In that way pupils will gain confidence in 'telling'. This confidence factor is of vital importance.
2. Serious cases of bullying behaviour by pupils will be referred immediately to the head teacher or a senior member of staff in her absence. Parents or guardians of victims or bullies will be informed earlier rather than later of incidents so that they are given the opportunity of discussing the matter. They are then in a position to help and support their children before a crisis occurs.
3. Non-teaching staff including caretakers and cleaners are encouraged to report any incidents of bullying behaviour witnessed by them to the teaching team. In the case of a complaint regarding a staff member this should be raised with the head teacher. Staff should follow the school's Whistle Blowing policy for further advice and guidance.
4. Governors, visitors and volunteers are encouraged to follow the same procedure as staff when reporting incidents or bullying.

Probable signs of Bullying

Those being bullied may show changes in behaviour such as becoming shy and nervous, feigning illness or clinging to adults. Their schoolwork may deteriorate. They may lack concentration or even truant from school.

Encouragement to tell (Disclosure by pupils being bullied)

It is important that we create an atmosphere in school where anyone who is being bullied, or others who know about it, feel that they will be listened to, and that action taken will be swift and sensitive to their needs. Disclosure (telling an adult) can be direct and open or indirect and anonymous. Everyone must realise that not telling means that bullying is likely to continue.

Procedures for Investigating and Dealing with Bullying

Teachers will take a calm, unemotional problem-solving approach when dealing with incidents of bullying behaviour reported by pupils, staff or parents/guardians. In any incident of bullying, the teacher will speak separately to the pupils involved, in an attempt to get both sides of the story. All interviews will be conducted with sensitivity and with due regard to the rights of all the pupils concerned. Pupils who are not directly involved can also provide useful information in this way.

- When analysing incidents of bullying behaviour, the teacher will seek answers to questions of what, where, when, who and why, in a calm manner, setting an example in dealing effectively with the conflict in a non-aggressive manner.
- If a group is involved, each member will be interviewed individually and then the individuals are met as a group. Each member will be asked for his/her account of what happened to ensure that everyone is clear about what everyone else has said. Other pupils may also be interviewed to get a clearer picture.
- Incidents of one-off aggression will be dealt with according to the school's Behaviour Policy. If it is concluded that a pupil has not been engaged in bullying behaviour, it will be made clear to him/her to see the situation from the victims' point of view.
- The 'No Blame' approach may also be used to resolve less serious incidents of bullying.

The 'No Blame' Approach

- Interview the child being bullied and the bully
- Interview others involved
- Explain the problem
- Share responsibility
- Encourage pupils to identify solutions
- Meet them again

Teachers who are investigating cases of bullying behaviour will keep a written record of their discussions with those involved. It may also be appropriate or helpful to ask those involved to write down their account of the incident.

In cases where it has been determined that bullying behaviour has occurred, meet with the parents or guardians of the two parties involved as appropriate to (a) explain actions being taken and the reason for them, referring them to the school policy, (b) discuss ways in which they can reinforce or support the actions taken by the school.

Separate follow up meetings, with the two parties involved will be arranged, with a view to possibly bringing them together at a later date if the victim is ready and agreeable. This can have a therapeutic effect.

The School Curriculum

The school curriculum will be used to:

1. Raise awareness about bullying behaviour and about the school's Anti-bullying Policy.
2. Challenge attitudes about bullying behaviour, increase understanding for bullied pupils and help build an anti-bullying ethos in the school.
3. There are many opportunities within the curriculum to raise awareness, to teach relationships management, ethos enunciate policy and to discourage bullying via:
 - Assemblies
 - PSHE/Drama/Literacy lessons for example
 - Circle time
 - Group work/mentoring/mediation

Child on Child Abuse

Children can abuse other children. All staff should be aware that safeguarding issues can manifest themselves via child on child abuse. The reasons for this are complex and are often multi-faceted. We understand that we need as a school to have clear mechanisms and procedures in place to identify and report incidents or concerns. We aim to reduce this behaviour and any related incidents with an expectation to eliminate this conduct in the school.

Please refer to the Trust's Child on Child Abuse. This is available on the school website.