Priory CE Academy: Policy on Anti-bullying

1. Introduction

Priory CE Academy school will not tolerate bullying and we will strive to ensure that bullying does not take place. In order to succeed, all stakeholders need to work together and ensure that procedures are followed this policy is understood by all.

2. What is bullying?

We define bullying as an act when someone deliberately and unfairly and in a premeditated manner, uses their size, strength, or vocabulary to hurt, frighten, intimidate or harass others, either in person or electronically.

Factors significant in any bullying or cyberbullying activity:-

- Occurs over a prolonged period of time, rather than being a single aggressive act
- Involves an imbalance of power, the powerful attacking the weak
- Can be verbal, physical, or psychological
- Can be racial, sexual harassment, homophobic or incidents related to disability

We use STOP with the children, to help them to understand this. 'Several Times On Purpose'.

We recognise that bullying can take place face to face or online. Cyber-bullying, the use of electronic communication to bully a person, typically by sending messages of an intimidating or threatening nature can happen via message or on social media. Cyberbullying is dealt with in the same manner as face to face bullying.

This policy also relates to Child on Child abuse, defined as Inappropriate behaviours between children that are abusive in nature including physical, sexual, or emotional abuse, exploitation, sexual harassment, all forms of bullying, coercive control, hazing/initiation rituals between children and young people, both on and offline (including that which is within intimate personal relationships). Further details can be found in the safeguarding policy.

3. Aims and Objectives

- To ensure all pupils understand what bullying is and can talk about the different forms of bullying including cyber bullying
- To ensure pupils know what to do if they see or suspect bullying or cyberbullying
- To ensure pupils know what to do if they are being bullied or cyberbullied
- To work in partnership with stakeholders to ensure bullying, including cyber bullying, is tackled effectively
- To ensure pupils and stakeholders have confidence in the school to tackle issues of bullying

4. Anti-Bullying Activities

- Maintain our Rights Respecting and Christian ethos
- To engage the RRS Squad in anti-bullying activities e.g. contribute to the child-speak policy, lead worship, carry out surveys
- Encourage pupils to realise it everyone's' responsibility to ensure the safety and welfare of all, and by reporting bullying incidents they are not telling tales
- Actively encourage pupils and parents to come into school and speak to staff about their concerns
- Carry out regular surveys with stakeholders to judge success of anti-bullying policy and procedures
- Ensure effective communication regarding children at risk – concerns and actions recorded on CPOMs
- Additional targeted support provided for pupils deemed to be at risk online
- Anti-bullying week to take place every Autumn (assemblies and lessons around anti-bullying)
- Effective and regular online safety training for staff, pupils and parents
- Priory Pals to support children to solve problems at playtime e.g. falling out
- All staff trained and reminded regularly of policies and procedures in the Staff Handbook

- Consideration given to the high-risk areas, increased supervision during break and lunch times
- Provide equipment for the playground – balls, games, skipping ropes, etc.
- Engagement with the local police to support any issues outside of school or online
- Support during unstructured times for pupils with additional needs

5. Our Incident Procedures

- All complaints made are taken seriously and investigated fully
- Class teachers follow up all incidents including those that occur at playtime and lunchtime
- All behaviour incidents are recorded on the online system CPOMS
- Parents are informed of incidents and actions
- If the incident is resolved at class level but gives cause for concern e.g. is a second incident for a child, a copy of the anti-bullying record must be discussed with the Inclusion Hub or a member of the Senior Leadership Team (SLT).
- If the incident is serious it is referred to the Phase Leader or Inclusion Hub The class teacher must ensure both the Phase Leader and Inclusion Hub are notified via CPOMS.
- The Inclusion Hub will thoroughly investigate and record this on CPOMS.

- **Factors which must be examined:-**
  - ❖ The nature of the bullying
  - ❖ The severity of the bullying
  - ❖ The frequency of the bullying
  - ❖ The motivation of the bullies
  - ❖ The number of bullies involved

- **The school will react firmly and promptly where bullying is identified. Our main aim will always be to resolve the matter and to ensure bullying stops.**

- There are a range of sanctions available, depending on the perceived seriousness of the situation. Some of these include:-

  - ❖ 5 consequences e.g. automatic for homophobic, racist language in Upper Key Stage 2
  - ❖ Involvement of parents
  - ❖ Loss of break times
  - ❖ Withdrawal of favoured activities
  - ❖ Exclusion from school during the lunchtime
  - ❖ Exclusions from school, fixed-term
  - ❖ Exclusion from school, permanent

- It will always be a priority to understand why an incident/issue has occurred and to help children change their behaviour, restorative practice is used to support this
- Regular strategies such as anti-bullying workshops will be provided to support pupils.
- Parents will be contacted and informed of proposed strategies to be taken. The aim is always to work in partnership with parents to improve behaviour.
- The class teacher is informed of outcomes.
- The Deputy Headteacher will regularly follow up and monitor all incidents.

6. Governors

The School Governors acknowledge the importance of behaviour management and a designated governor monitors behaviour regularly. The principals reports termly to the Local Governing Committee (LGC) regarding any allegations of bullying, along with the outcome of investigations.

7. Links to Other Policies

Please also see the Online-Safety Policy for information about bullying online, through message and social media and our Behaviour Regulation Policy.

8. Monitoring and Review

The Senior Leadership Team and LGC are responsible for monitoring the implementation and effectiveness of this policy. It will be reviewed annually or earlier if necessary.

9. Links with Other School Policies

- Child speak anti-bullying policy
- Child Protection and Safeguarding
- Behaviour policy
- SEND
- Inclusion
- Equality
- Department for Education Guidance: Exclusion

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