



## **ANTI-BULLYING POLICY**

*To love, to serve and learn.*

We are a school family journeying together in God's love.

We serve each other to achieve our best.

We learn in fun and creative ways,

respecting everyone's gifts.

## Principles and Values

Our duty is to safeguard and promote the welfare of children, to protect them from maltreatment - ensuring they are safe at school and have the best possible outcome, which means that we take bullying and its impact seriously. All who come to St Edward's have the right to feel welcome, happy, safe and secure, within an environment where all are able to thrive in their self-esteem and self-awareness.

Bullying is wrong and damages individual children. We do all we can to prevent it, by developing a school ethos in which bullying is regarded as completely unacceptable. Children and parents should be assured that known incidents of bullying will be responded to.

**Bullying will not be tolerated.** The school will seek ways to counter the effects of bullying that may occur within school or in the local community. The ethos of our school fosters high expectations of outstanding behaviour and we will consistently challenge any behaviour that falls below this.

## Objectives of this Policy

- All governors, teaching and non-teaching staff, pupils and parents should have an understanding of what bullying is.
- To emphasise that every child is of equal worth, irrespective of age, gender, gender identity, family background, ethnic background or academic attainment.
- Prevent first before bullying occurs.
- Prevent and deal with any behaviour deemed as bullying.
- Know what steps to take if bullying does happen.

## What Is Bullying?

- Bullying is unacceptable behaviour used by an individual or group, usually repeated over time, which intentionally hurts another individual or group either physically or emotionally.
- Bullying is intentional, not an accident. A bully hurts someone on purpose.
- Bullying is repetitive. This means that the bully hurts someone over and over again; it isn't an incident that happens only once.
- In general, bullying is where one person acts like they have more power than another, and does whatever they can to hurt that person.

***It is not bullying when two children of similar age, power and strength have an occasional fight or quarrel.***

## There are different types of bullying:

**Physical:** any form of violence (e.g.: pushing, kicking, hitting, pinching) or threatening violence, or taking and damaging belongings.

Someone hurting someone else, such as, hitting, kicking, punching, spitting, pushing and pinching (child-friendly)

**Verbal:** name-calling (including racial and sexual), sarcasm, spreading rumours, teasing. Using unkind words to hurt.

**Emotional:** excluding children from games, isolation, humiliation, ridicule, refusing to talk to children, staring at children. Hurting people's feelings and leaving people out.

**Cyber/On-line:** bullying through social networking, online gaming, malicious texts and messages, prank phone calls, photo changing software. Saying and doing unkind things by text, email or online.

**Racist:** racial taunts, graffiti, gestures. Calling people names because of the colour of their skin, their religious beliefs or where they come from.

**Sexual:** unwanted physical contact or emotional, abusive contact. Saying mean things about a person's appearance, body parts.

**Homophobic, Transphobic and Biphobic:** this bullying involves the targeting of individuals on the basis of their perceived or actual sexuality or sexual orientation, including if they do not conform to a perceived dominant masculine or feminine gender image.

Some children are in some way more vulnerable to bullying, such as children who have specific abilities, disabilities or special educational needs (including behaviour), pupils new to the school, pupils who fall into specific social groups due to their family status or those with English as an additional language.

School is highly aware of these children and takes additional care to meet their needs.

Bullying can take place in the classroom, playground, toilets, on the journey to and from school, on residential trips and cyberspace. It can take place in group activities and between families in the local community.

## Perpetrators and Victims

Bullying takes place where there is an imbalance of power of one person or persons over another. Some of the ways this can be achieved are by:

- The size of the individual,
- The strength of the individual
- The numbers or group size involved
- Anonymity - through the use of cyber bullying or using email, social networking sites, texts etc.

However, regardless of size and strength, any child can be a perpetrator or a victim of bullying.

Staff must remain vigilant about bullying behaviours and approach this in the same way as any other category of Child Abuse. Children may not be aware that they are being bullied because they may be too young or have a level of Special Educational Needs which means that they may be unable to realise what others may be doing to them.

Staff must also be aware of those children who may be vulnerable pupils; those coming from troubled families, or those responding to emotional problems or mental health issues which may bring about a propensity to be unkind to others, or may make them more likely to fall victim to the behaviour of others.

## Why is it Important to Respond to Bullying?

- Bullying hurts.
- No one deserves to be a victim of bullying.
- Bullying has the potential to damage the mental health of a victim.
- Everybody has the right to be treated with respect.
- Pupils who are bullying need to learn different ways of behaving.

## Signs and Symptoms For Parents and Staff

A child may indicate by signs or behaviour that he or she is being bullied. Adults should be aware of these possible signs and that they should investigate if a child:

- is frightened of walking to or from school
- changes their usual routine
- is unwilling to go to school (school phobic)
- begins to truant
- becomes withdrawn anxious, or lacking in confidence
- starts stammering
- attempts or threatens suicide or runs away

- cries themselves to sleep at night or has nightmares
- feels ill in the morning
- begins to do make less effort with school work than previously
- comes home with clothes torn or books damaged
- has possessions which are damaged or " go missing"
- asks for money or starts stealing money
- has dinner or other monies continually "lost"
- has unexplained cuts or bruises
- comes home hungry (money / lunch has been stolen)
- becomes aggressive, disruptive or unreasonable
- is bullying other children or siblings
- stops eating
- is frightened to say what's wrong
- gives improbable excuses for any of the above
- is afraid to use the internet or mobile phone
- is nervous and jumpy when a cyber-message is received
- lack of eye contact
- becoming short tempered
- change in attitude to people at home.

These signs and behaviours could indicate other social, emotional and/or mental health problems, but bullying should be considered a possibility and should be investigated

## Outcomes

All known/reported incidences of bullying will be investigated by the class teacher or by a senior member of staff.

Parents of the perpetrator may also be spoken to about the incident or about any concerns that they may be having.

The child displaying unacceptable behaviour, may be asked to genuinely apologise (as appropriate to the child's age and level of understanding).

Other consequences may take place, e.g. a parent being informed about their child's behaviour and a request that the parents support the school with any sanctions that it takes (See Behaviour Management Policy).

Wherever possible, in the spirit of respect and forgiveness the pupils will be reconciled. In some cases, outside agencies may be requested to support the school or family in dealing with a child continually demonstrating unacceptable behaviour towards others. e.g. police, children's social care (family support worker).

In serious cases - defined as children displaying an on-going lack of response to sanctions, no change in behaviour and an unwillingness to alter their unacceptable behaviour choices, the school may introduce reduced timetables, or even fixed or permanent exclusions.

During and after the incident(s) have been investigated and dealt with, each case will be recorded in the Bullying Log (See Recording Bullying - Appendix 2) and monitored to ensure other bullying incidents don't take place.

## The role of Governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. The governing body will not condone **any** bullying at St Edward's, 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 Headteacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of school anti-bullying strategies.

A parent who is dissatisfied with the way the school can make a complaint in the usual manner, following the information in the complaints policy which is on the school website and available from the school office. The Anti-Bullying Policy will be reviewed annually by the Governing Body.

The Safeguarding Governor will be informed of any incidents recorded in the log along with incidents, sanctions and reconciliation.

## Prevention

At St Edward's we use a variety of methods to support children in preventing and understanding the consequences of bullying through class assemblies, PSHE lessons, E Safety Officers, Anti-bullying week, our Mission Statement and Whole School Assemblies.

In St Edward's the Christian ethos and Gospel Values of love, respect and forgiveness means that all staff actively encourage children to treat each other with love and to have respect for each other and for other people's property.

Kind and polite behaviour is regularly acknowledged and rewarded. Staff will regularly discuss bullying, this will inform children that we are serious about dealing with bullying and leads to

open conversations and increased confidence in children to want to discuss bullying and report any incidents and concerns about other children's behaviour.

Staff must be vigilant regarding groups of friends together. Friendship groups may bring about the imbalance of power and must be led towards welcoming others to join them and not excluding others from their group.

Staff must reinforce a general message that children do not have to be friends with everyone else, but they must be respectful of everyone else's feelings and always be kind to each other.

Children are involved in the prevention of bullying as and when appropriate, these may include:

- writing a set of class rules
- writing a personal pledge or promise against bullying
- writing stories or poems or drawing pictures about bullying
- reading stories about bullying or having them read to a class or assembly
- making up role-plays about what to do through scenarios of bullying
- having discussions about bullying and why it matters that children who use such unacceptable behaviour towards others are dealt with quickly
- creating an item for the school website.

If a child feels that they are being bullied then there are several procedures that they are encouraged to follow: (not hierarchical)

- Tell a friend
- Tell your School Councillor
- Tell a teacher or adult whom you feel you can trust
- Tell a parent or adult at home whom you feel you can trust
- Discuss it as part of your PSHE time
- Visit the websites below or ring Childline and follow the advice given

### Recording of Bullying Incidents

When an incident of bullying has taken place, staff must record and report each incident.

The school uses CPOMS to record electronically all Safeguarding Incidents, including Bullying. Staff must 'alert' the Headteacher about any incidents they record on CPOMS by clicking on 'Alert Staff Members' and choosing the Headteacher's name.

All incidents of bullying will be discussed with all relevant staff and parents of the children involved, in order that everyone can be vigilant and that further incidents by the same child(ren) may be prevented from happening in the future.

Incidents of bullying will be discussed with the Safeguarding Governor and reported to the Governing Body.

### Advice to Parents: *As the parent of a child whom you suspect is being bullied-*

1. Report bullying incidents to the class teacher, Mr Bullock (Acting AHT) or Mrs Snell (HT).
2. In cases of serious bullying, the incidents will be recorded by staff and the Headteacher notified.
3. In serious cases parents should be informed and will be asked to come in to a meeting to discuss the problem.
4. If necessary and appropriate, police will be consulted.
5. The bullying behaviour or threats of bullying must be investigated and the bullying stopped quickly.

6. An attempt will be made to help the child using unacceptable behaviour towards others, to change their behaviour.

**Do Not:**

1. Attempt to sort the problem out yourself by speaking to the child whom you think may be behaving inappropriately towards your child or by speaking to their parents.

2. Encourage your child to be 'a bully' back.

*Both of these will only make the problem much harder to solve.*

**HELP ORGANISATIONS:**

Childline 0800 1111 <https://www.childline.org.uk>

KIDSCAPE Parents Helpline (Mon-Fri, 10-4) 0845 1 205 204

<https://www.kidscape.org.uk/>

<http://www.ace-ed.org.uk/advice-about-education-for-parents/tackling-bullying?>

<http://www.familylives.org.uk/how-we-can-help/confidential-helpline/>

<http://www.bullying.co.uk/> Tel: 0808 800 2222

Advisory Centre for Education (ACE) 020 7354 8321

*This policy has been reviewed and updated after considering the following documents;*

- *Keeping Children Safe in Education 2024*
- *Recording and Reporting Prejudiced Bullying Incidents Guidance for Schools and Children's Services HBC*

Signed: ..... (Chair of Governors) Date: .....

*Prejudiced based incident / Bullying incident .*

***Procedures to follow after an allegation:***

- Investigate - listen to victim, witnesses and alleged perpetrator.
- Follow school sanctions procedures immediately if necessary (i.e. remove perpetrator from area/Warning Triangle etc.)
- Check guidance in the 'Recording and Reporting prejudiced Bullying Incidents'.
- Login to CPOMS and record the incident.
- Alert the Headteacher through CPOMS.
- Speak to the parents / carers of the victim to inform them. If using the telephone, invite them into school to discuss the incident.
- Speak to the parents / carers of the perpetrator to inform them. If using the telephone, invite them into school to discuss the incident.  
*(If a TA has reported an incident via CPOMS, alert the class teacher as well as the Headteacher. The Class Teacher should make the telephone calls in the first instance).*
- The HT will complete the Summary Form and send to the LA on a termly basis.