



## Anti-Bullying Policy

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| Date of issue: | September 2024                   |
| Review Date    | September 2025                   |
| To be reviewed | Headteacher, Staff and Governors |
| Authorised by  | Headteacher and Governors        |

### Rationale

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St Nicholas School has a legal duty to have an Anti-Bullying Policy and to safeguard children / young people. Parents and children should have access to this policy. Our Christian values as a school mean that we pride ourselves on being an inclusive, kind and understanding school. All children whatever their race, gender, beliefs, physical and intellectual abilities have the right to develop in an environment free from harm. They should be respected for what they are, and have the right to personal dignity. This policy recognises that bullying can occur anywhere. If our school does not have policies that are regularly reviewed and implemented to challenge bullying then a significant number of children will remain vulnerable

In establishing the rationale for this policy, St Nicholas C of E (VC) School states its commitment to creating an environment:

- Which protects its children from bullying.
- Where everyone feels cared for, and valued, for what gifts they can bring to the whole community.
- Where everyone is vigilant to the possibilities of bullying and aware of what they can do to prevent bullying.

### Aims

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Bullying can be described as the systematic use of power, to deliberately or repeatedly harm others. Bullying can take various forms i.e. emotional, physical, online, mobile phone messaging, racist, sexual, homophobic, and verbal. Bullying is an abuse of power –, a more powerful person or group will be causing harm on purpose, physically, emotionally or psychologically, to a less powerful person or group. The reason for this abuse of power are wide ranging but can be linked to personal beliefs or prejudice, home and school experiences or low self-esteem. It is generally agreed that a **single** incident of verbal or physical aggression is not necessarily considered to be bullying (**but children should still talk to an adult**).

Bullying can include repeatedly subjecting another person to one or more of the following:

- Being hit, kicked, pinched, spat at or threatened
- Being called names
- Making a fool of someone
- Teasing or sending nasty notes
- Spreading rumours and malicious gossip about someone
- Deliberately destroying another person’s property

- Repeatedly excluding a child or young person by not talking to them, or not letting them join in
- Malicious texting, emailing, messaging etc.
- Hurtful remarks about a person's race, gender, socio economic group, physical / intellectual abilities or sexual orientation.

This policy recognises that it is not bullying when two individuals have the occasional fight, quarrel or disagreement. It is also important that everyone involved realises that this may be online as well as in person.

It is important when defining bullying to consider the implications on the whole community. Remember **all** members of the community, adults and children, can be subject to being bullied and being bullies. This policy recognises that a bully may not necessarily be a bully all of the time. Their behaviour towards others may be a reflection of a difficult episode at home.

### **How do we prevent bullying?**

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- We treat all pupils and staff within the school equally and celebrate diversity within the school and local community where ever possible.
- We focus on children's efforts and achievements, helping them to have a positive self-image and pride in their school. We reward effort, determination, positive relationships and achievement equally.
- We work hard to create a respectful, caring community in which bullying and harassment have no place including through the use of new and emerging technologies.
- We make our explanations regarding behaviour in and around the school very clear.
- We ensure that pupils are supervised appropriately, are given opportunities to apply self-control when working independently and are aware of the possibility of bullying and harassment within this ethos of trust.
- We embed skills to deal with and understand bullying into our curriculum so that children think, talk and listen together as we consider people's behaviour and attitudes. The school's motto and worship themes continually reinforce Christian values and encourage children to develop a strong social conscience. This is supported in class through RE, PHSE and positive behaviour management including restorative justice approaches.
- When children fall out or quarrel we use restorative practices to help them understand how their actions have affected others.
- We respond firmly with agreed strategies if bullying does occur.
- We ensure that children know who to talk to if they feel they are being bullied or are a bully themselves.
- We encourage the School Council to take an active role in monitoring and preventing bullying, including writing a pupil friendly guide.
- We identify those pupils who may have a vulnerability to bullying or being a bully within our vulnerable children list.

### **Being aware**

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We are **alert** to signs of bullying and harassment and do not ignore, overlook or dismiss these, even when these may emanate or occur outside of school hours. Pupils are made aware of signs and symptoms of bullying through their curriculum and through assemblies. They are signposted of ways to get help through posters, presentations and leaflets. Adults associated with the school are made **aware** of this policy through the school handbooks.

We encourage children to **tell any adult** or **School Council** member if bullying or serious harassment occurs. (This entails explaining clearly what we mean by bullying: we do not expect to be told of every broken friendship.)

We **explain** to children that their happiness, and that of their friends, matters to us and we show this in our dealings with them.

### **Investigating alleged incidents of bullying**

If bullying has been observed or reported we:

- Take the occurrence seriously
- Act as quickly as possible
- Talk to the victim(s)<sup>s</sup>, offering safety and support
- Talk to the alleged bully<sup>s</sup>.
- Where appropriate investigate incidents through interviews with other children / witnesses.
- Record occurrence and outcomes on the school's Bullying Incidents Record (CPOMs).

Class teachers will normally talk separately with the children involved, away from the classroom or playground. (It may be necessary for the Headteacher or their representative to supervise the class to allow this to happen.) The fact that the anti-social behaviour has been noticed and challenged may prove enough to prevent its re-occurrence.

- On the basis of all discussions decide if bullying has occurred.
- Where the class teacher or Headteacher feels that bullying has not occurred, the school's Behaviour Policy will be followed.
- Where possible we will use restorative practices to help children understand the impact their actions have had and how all parties feel.

### **Responses to bullying**

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Where bullying has occurred the following steps will be taken:

**Step 1** The "bully(ies)" is told that the behaviour is unacceptable, the class has a circle time to discuss their feelings and ways to support each other.

- Sanctions as specified in the School's Behaviour Policy will be employed.
- Mechanisms to support the victim and the bully may be put in place. The chosen course of action will be based on the type of bullying and the school's knowledge of the individuals involved, (mediation, mentoring, restorative practice, assertiveness training, anger management).
- School staff will have a follow up meeting with the victim and the bully.
- Parents of both parties are informed and involved in the school's actions. Parents are provided with information to help them support their child.

**Step 2** If the bullying persists, parents are involved immediately and further actions such as the involvement of the Behaviour Support Team or higher levels of sanctions such as exclusion may happen (see Behaviour Policy).

Records kept of bullying incidents are reviewed in line with the school's Safeguarding and Child Protection review schedule.

The school Governing Body are informed through the Headteacher's Report to Governors of the number of bullying incidents within the school and the outcome of actions taken to address these issues.

## **Bullying away from the school premises**

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Under the 2006 education act St Nicholas C of E (VC) School has powers to apply this policy to pupils of the school whilst not on the school premises, including online, travelling to and from the school at the start and end of the day and if both the victim and the bully are from our school. In these instances action will be taken as if the incident had occurred within the school, and this includes informing parents.

If a child from this school is involved in a bullying incident with a pupil from another school we will liaise with the other school to ensure that there is no reoccurrence. Where possible, St Nicholas C of E (VC) School will support pupils who have been bullied, especially on their way to or from school, by pupils from another school or by other persons.

The following steps should be taken.

- Talk to the Headteacher of another school whose pupils are bullying off school premises.
- Talk to the Police about problems on the local streets.
- Talk to pupils about how to avoid or handle bullying situations.

\* Circle Times are opportunities for children to talk and listen to each other and suggest solutions to issues.

<sup>§</sup> The terms 'bully' and 'victim' are used in this document but they are not used as 'labels' in school. Calling a child by any name risks affecting his/her self-image. We are conscious to maintain and boost the self-esteem of all children. We do not blame children for being bullied and we stress it is the bully's actions we disapprove of.

## **Support for Victims and Bullies**

### **Youthline: 0800 096 1425**

*Free (apart from mobiles) confidential helpline for young people, the number will not show up on your parents phone bill.*

*Mon – Thursday 4pm – 10pm*

*Friday 4pm-7pm*

*www.youthcomm.org.uk*

**BBC website ‘Bullying’** has links to other sources of help and information and interactive sites for children.

*www.bbc.co.uk/schools/bullying*

### **Bully Online**

*http://www.successunlimited.co.uk.*

### **Childline**

*Freepost 1111*

*London*

*N1 OBR*

*Freephone: 0800 1111*

*If you’re a young bully and you want to talk to someone about your behaviour then it may be worth speaking to someone at Childline. 24-hour help-line for children and young people in danger or distress or with any problem.*

### **Children’s Legal Centre**

*Telephone: 01206 873 820 (10am-noon 2-5pm Mon-Fri)*

*www.childrenslegalcentre.com*

*For legal advice on the bullying of children.*

### **Kidscape**

*www.kidscape.org.uk/info/helpline*

*Advice line for parents and children*

### **National Child Protection Helpline (NSPCC)**

*Free phone: 0800 800 500*

*A 24-hour helpline for anyone concerned about a child at risk of abuse (including bullying), including children themselves.*

### **The Samaritans**

*P O Box 90*

*Slough*

*SL1 1UU*

*Telephone: 0845 790 9090*

*http://www.samaritans.org.uk*