Anti Bullying Policy

At Stubbins Primary School, we strive to create a supportive and inclusive environment where learners are encouraged to explore their passions; develop their talents; and achieve their full potential.

Through effective learning experiences, we foster a life-long love of learning, empowering learners to become critical thinkers, problem solvers and compassionate individuals.

By providing a strong foundation of knowledge, skills and values, we are dedicated to preparing our learners for success in an ever-evolving world. Together, as a vibrant community of learners, we nurture, grow and flourish.

NURTURE-GROW-FLOURISH

Policy Created	January 2025
Next review	January 2027
Shared with Governors	Awaiting approval February 2025
Signature of Chair of Governors Matt Dunkin	Signature of Headteacher Jill Cromey

Date	Changes	Staff
Jan 24	New Policy	Jill Cromey

1. Purpose of the Policy

The purpose of this Anti-Bullying Policy is to create a safe, inclusive, and supportive environment for all pupils at Stubbins Primary School. We aim to prevent bullying in all its forms and ensure that all pupils feel valued, respected, and safe within our school community.

At Stubbins, we discuss bullying (along with other incidents that we would not perceive as bullying) through assemblies and PSHCE lessons. It is agreed that bullying:

- is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally;

- usually happens when the relationship is imbalanced;

- could be prejudice-based or discriminatory

At Stubbins Primary School, we are aware that pupils may be bullied in any school or setting, and recognise that preventing, raising awareness and consistently responding to any cases of bullying should be a priority to ensure the safety and well-being of our pupils.

2. Legal Framework

This policy adheres to the following UK legislation:

- **Education Act 2002**: Schools must promote the welfare of pupils and ensure that their education is not disrupted by bullying.

- **Children Act 1989**: Protects the welfare of children and young people.

- **Equality Act 2010**: Protects against discrimination, harassment, and victimisation.

- **Children and Families Act 2014**: Ensures that schools consider the needs of all pupils, including those with SEND.

In line with the Equality Act 2010, it is essential that our school:

• Eliminates unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;

• Advance equality of opportunity between people who share a protected characteristic and people who do not share it; and

• Foster good relations between people who share a protected characteristic and people who do not share it.

At Stubbins Primary School, we are committed to safeguarding and promoting the welfare of pupils and young people and expect all staff and volunteers to share this commitment.

Under the Children Act 1989, a bullying incident should be addressed as a child protection concern when there is 'reasonable cause to suspect that a pupil is suffering, or is likely to suffer, significant harm'.

Where this is the case, the school staff should report their concerns to their Local Authority's safeguarding team.

This policy is closely linked with our Behaviour Policy, our Safeguarding and Child Protection Policy, our School Code of Conduct and the School's Vision and Core Values.

3. Scope of the Policy

This policy applies to:

- All pupils at Stubbins Primary School

- All staff members, including teaching and non-teaching staff

- Parents and guardians

- Visitors and contractors on school premises

4. Definitions of Bullying

Bullying is defined as a repeated behaviour that is intentional and involves an imbalance of power or strength. It is carried out with the intention to cause harm and suffering to the other person. It can take various forms, including:

- **Physical Bullying**: Hitting, kicking, or any form of physical aggression.

- **Verbal Bullying**: Name-calling, insults, or threats.

- **Social/ emotional Bullying**: Exclusion from groups, spreading rumours, or manipulating social relationships.

- **Cyberbullying**: The rapid development of, and widespread access to, technology has provided a new medium for 'virtual bullying', which can occur in and outside school. Cyber-bullying is a different form of bullying which can happen beyond the school day into home and private space, with a potentially bigger audience, and more accessories as people forward on content.

We are also mindful that any of the above may occur linked to the following:

Racist Bullying

This refers to a range of hurtful behaviour, both physical and psychological, that make the person feel unwelcome marginalised and excluded, powerless or worthless because of their colour, ethnicity culture, faith community, national origin or national status.

 Homophobic Bullying

This occurs when bullying is motivated by a prejudice against lesbian, gay, bisexual or transsexual people.

Vulnerable Groups

We recognise that some groups of pupils may be more vulnerable to bullying, including:

- Looked After Children

- Children having caring responsibilities

- Gypsy, Roma and Traveller children

- Children with Special Educational Needs or Disabilities (SEND)

- Children from ethnic minorities

- Children entitled to Free School Meals

- Children for whom English is an Additional Language

- Children who are perceived to be gay, lesbian, bisexual or transsexual

- Those suffering from health problems, including mental health

Preventing and raising awareness of bullying is essential in keeping incidents in our school to a minimum. Through assemblies, as well as PSHE lessons, pupils are given regular opportunities to discuss what bullying is, as well as incidents we would not describe as bullying, such as two friends falling out, or a one-off argument.

An annual 'Anti-bullying Week' is held to further raise awareness. Online safety is an important part of the Curriculum and information for parents is included in newsletters and on the school's website. Online safety workshops are held to raise parents' awareness of cyber-bullying. Pupils are taught to tell an adult in school if they are concerned that someone is being bullied.

5. Roles and Responsibilities

5.1 School Leadership

- Ensure that the anti-bullying policy is effectively communicated and implemented.

- Provide training for staff on recognising and dealing with bullying.

5.2 Staff

- Model positive behaviour and intervene when bullying is witnessed or reported.

- Support pupils in reporting bullying incidents.

5.3 Pupils

- Understand the importance of reporting bullying and supporting peers.

- Uphold the school values by treating everyone with respect.

5.4 Parents and Guardians

- Encourage open communication with their children about bullying.

- Report any concerns regarding bullying to the school.

6. Implementation Strategies

6.1 Prevention

- Promote a positive school culture through assemblies and classroom discussions about respect, empathy and our other school core values.

- Implement a 'Buddy System' where Year 6 pupils support younger ones.

- As a school, we follow the SCARF scheme of work for PSHCE. This is a spiral curriculum which seeks to promotes positive relationships. Key units which link closely to the promotion of positive relationships include

  - Me and my relationships

  - Valuing difference

  -Keeping safe

  -Rights and respect

6.2 Reporting Procedures

- Establish clear procedures for pupils to report bullying confidentially.

- Follow the procedures set out in Appendix One for reporting and providing support

It is important that children are and feel that they ae listened to when discussing or disclosing any potential incidents of bullying.

- Listen to the child

- Take them seriously

- Show empathy

- Let the child know it's not their fault

- Avoid stereotypes

- Reassure them they were right to tell you

6.3 Support for Victims and Perpetrators

- Provide emotional support and counselling for victims.

- Implement restorative practises for perpetrators to understand the impact of their actions.

- Our Behaviour Policy includes rewards and sanctions which are used consistently, alongside positive relationships, to prevent inappropriate behaviour, and promote positive behaviour.

7. Monitoring and Review

- Regularly review the effectiveness of the anti-bullying policy through pupil and parent surveys.

- Maintain records of bullying incidents to identify patterns and areas for improvement. These are recorded on CPOMs.

- This policy will be updated bi annually, or sooner if necessary.

8. Related Procedures

- **Incident Reporting Form**: To be used by parents documenting bullying incidents .Found in communication policy.

- **Investigation Procedure**: Steps for investigating reported bullying incidents. Appendix 1

Conclusion

At Stubbins Primary School, we are committed to ensuring a safe and nurturing environment for all pupils. This Anti-Bullying Policy reflects our dedication to preventing bullying and supporting those affected by it.

Appendix A

Procedure for dealing with reported incidents of bullying

1. Initially, any incidents of bullying should be reported to the child's class teacher.

2. The "victim" will meet with the class teacher who will note down the alleged incidents.

3. The class teacher will meet with the "perpetrator" and discuss the incidents and note down the response.

4. If appropriate, the "victim" and "perpetrator" will meet jointly with the class teacher to discuss possible ways forward.

5. Details of the alleged incidents, together with a summary of the discussions, are recorded on CPOMS.

6. Parents of both parties will be informed by the class teacher.

7. The situation will be reviewed by the class teacher after a week and then after a month. Support will be provided by the pastoral support team.

8. Details of this review will be recorded on CPOMS.

9. If the incidents continue or worsen, the head teacher will then interview all parties and record this on CPOMS.

10. The head teacher will meet with parents and agree actions to be taken (recorded on CPOMS).

11. The head teacher will review the situation after a week and then after a month.

12. Details of the reviews will be recorded on CPOMS.

13. Incidents of bullying will be reported to the Governing Body on a termly basis.

14. Any further sanctions will be in accordance with our Behaviour Policy.