



## **BECKWITHSHAW, KETTLESING & RIPLEY ENDOWED C.E. PRIMARY SCHOOLS**

*"At the federation of Beckwithshaw, Kettlesing Felliscliffe and Ripley Primary schools we aim to provide an environment of mutual respect and love where all children flourish and who grow together, guided by love."*

**Date of policy review: January 2025**

**Reviewed by: Governing Body**

**Next reviewed: January 2026**

### **ANTI-BULLYING POLICY**

#### **Rationale**

The Federation of Beckwithshaw, Kettlesing Felliscliffe and Ripley Endowed CE Primary Schools believe that all governors, staff, pupils and parents should have an understanding of what bullying is and how our schools will address issues. It is important to us that all pupils have a right to learn in a supportive, caring and safe environment without the fear of being bullied. We positively promote good behaviour and it is made clear that bullying is a form of anti-social behaviour that will not be tolerated.

#### **What is Bullying?**

At the Federation of Beckwithshaw, Kettlesing Felliscliffe and Ripley Endowed CE Primary Schools the definition of bullying is: Bullying is any deliberate, hurtful, frightening, threatening behaviour by an individual or a group towards other people. It is persistent, is one sided and happens on purpose. It encompasses all forms of communication. Bullying behaviour includes:

- Physical: hitting, kicking, spitting, pushing, pinching, and throwing stones or any other forms of violence.
- Verbal: name calling, swearing, spreading rumours, threats, teasing. This may be directed towards gender, ethnic origin, physical/social disability, personality, etc.
- Emotional: being unfriendly, excluding, tormenting, ridicule and humiliation.
- Cyber-bullying: texting, emailing, social networking.
- Damage to property, or theft: pupils may have their property damaged or stolen.

#### **Aims**

- To promote the well-being of all pupils and staff in a safe and secure environment;
- To ensure all governors, staff, pupils and parents have an understanding of what bullying is;
- To ensure all governors, staff, pupils and parents are aware of this policy and know what they should do if bullying arises;

- To have a consistent approach for dealing with incidents of bullying.

### **Procedures**

If bullying is suspected we will:

- Talk to the suspected victim, and any witnesses individually;
- Identify those suspected of carrying out bullying activities and talk about what has happened, to discover why they became involved. Make it clear that bullying is not tolerated;
- Where appropriate, hold a meeting with all involved. Ensure that anybody carrying out bullying activity understands the consequences of their behaviour and takes responsibility for repairing the harm;
- If those carrying out bullying admits their actions, then sanction procedures outlined in the Behaviour Policy will be followed;
- Incidents of bullying are recorded on CPOMS;
- Allow children time to sort things out;
- Support & empower children to resolve the conflict & understand their role in the issues;
- Establish an agreement between the children when needed;
- Inform parents/carers;
- Follow up with further discussions with individuals as and when appropriate;
- When necessary support children individually or together;
- If the incidents persist and are causing a health and safety issue then the head teacher could instigate suspension/exclusion procedures.

### **Prevention Strategies**

- Anti-bullying week;
- Children are made aware of the strategies to deal with low level issues and what to do in different situations including situations of cyber bullying;
- Children participate in role play work in class as part of PSHE and nurture activities;
- Making use of curriculum opportunities to raise pupil awareness e.g. through RE, cross curricular themes, drama, story writing and literature;
- Positive behaviour reinforcement at individual, class and whole school level;
- Good quality role models;
- Children & parents have a good knowledge of the procedure/policy;
- Children have a clear understanding of their rights & responsibilities;

- E-safety frequently discussed and taught;
- Adults to deal with a situation immediately, even if minor. Talking to the children may prevent the situation escalating.

### **The Role of Governors**

- The governing body supports the head teacher in all attempts to eliminate bullying from our schools. The governing body will not condone any bullying at all in our schools, 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 head teacher to keep accurate records of all incidents of bullying, and to report to the governors about the effectiveness of federation's anti bullying policy;
- If a parent is dissatisfied with the way the school has dealt with a bullying incident, they should follow the school complaints procedure by initially contacting the class teacher. If the concern remains, they should contact the head teacher. If they are still concerned, they should contact the governing body via the school office.

### **The Role of the Head Teacher**

- It is the responsibility of the head teacher to implement the school Anti-bullying Policy, and to ensure that all staff (teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying. The head teacher reports to the governing body about the effectiveness of the anti-bullying policy on request;
- The head teacher ensures that all children know that bullying is unacceptable behaviour;
- The head teacher ensures that all staff, including midday supervisors, receive sufficient training to be equipped to identify and deal with all incidents of bullying;
- The head teacher leads the school in making our vision a reality, where all members of the learning community nurture, value, respect and care for each other.

### **The Role of all Staff**

- All forms of bullying are taken seriously, and proactive measures are taken to prevent it from taking place;
- All adults deal with situations quickly to prevent situations escalating;
- All adults to follow up what they have said e.g. monitoring the pupils involved, follow up discussions etc.;
- Teachers are responsible for recording of all incidents of bullying that happen in their class, and that they are aware of in the school. If a child is being bullied or is bullying others, the class teacher will inform the child's parents and the head teacher;

- Staff accurately record incidents on CPOMS and share at staff meetings. The school also record incidents that occur near the school, or on the children's way between school and home, that we are aware of. All adults who witness an act of bullying should record it. This is stored within the secure system of CPOMS;
- When any bullying taking place between members of a class, the teacher will deal with the issue immediately, in accordance with the above procedure;
- A range of methods are used to help prevent bullying and to establish a climate of trust and respect for all.

### **The Role of Parents**

Parents have an important part to play in our anti-bullying policy. We ask parents to:

- Look out for unusual behaviour in your children – for example, they may suddenly not wish to attend school, feel ill regularly, or not complete work to their usual standard;
- Always take an active role in your child's education. Enquire how their day has gone, who they have spent their time with, etc.;
- If you feel your child may be a victim of bullying behaviour, inform school immediately. Your discussion will be taken seriously and appropriate action will follow;
- If a child has bullied your child, please do not approach that child on the playground or their parents or involve an older child to deal with the bully. Please inform school immediately and we will deal with it following the school procedures;
- It is important that you advise your child not to retaliate. It can make matters worse;
- Tell your child that it is not their fault that they are being bullied. Reinforce the school's policy concerning bullying and make sure your child is not afraid to ask for help.
- If you know your child is involved in bullying, please discuss the issues with them and inform school. The matter will be dealt with appropriately;
- Parents have a responsibility to support the school's anti-bullying policy, actively encouraging their child to be a positive member of the school.

### **The Role of Children**

What can children do if they are being bullied?

- recognise that bullying is wrong and it is not their fault
- Be proud of who they are. It is good to be individual;
- To notify school staff if there are incidents of bullying;
- Be strong inside – say "No!" Walk confidently away. Go straight to a member of staff;

- If they are getting emails, texts or messages that make them feel uncomfortable please save them and show them to an adult. Do not respond to them;
- Do not retaliate;
- Generally, it is best to tell an adult they trust straight away. They will get immediate support. Teachers will take them seriously and will deal with the bullies in a way which will end the bullying and will not make things worse for them;

**What do you do if you know someone is being bullied?**

- Take action! Tell someone! Teachers will deal with the bully without getting you into trouble;
- Do not take direct action yourself;