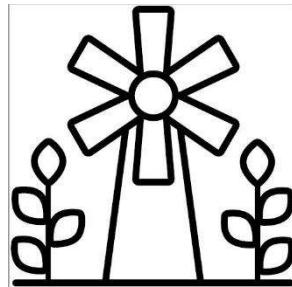


Sibsey Free Primary School



Anti-Bullying Policy

Approved by: Governing Body

Date: December 2023

Next review due by: December 2024



Inclusion Statement

Sibsey Free School is committed to enabling all children to reach their full potential, having full access to a broad, balanced and relevant education, to be fully included in the school community, and as a result, make a successful transition to secondary education and so into adulthood.

All pupils will learn best in a school where they are valued for who they are and for the unique contributions they make to the school community. This is part of the whole ethos of Sibsey Free School.

We promote the inclusion of all children and recognise the particular needs of those with SEND (Special Educational Needs or Disabilities), i.e. children with Specific Learning Difficulties (e.g. dyslexia), those with sensory or physical impairments, and those with speech and language difficulties.

Staff also recognise and understand the needs of children who demonstrate characteristics within the autistic spectrum, and those with Social, Emotional or Mental Health Difficulties.

The specific needs of those children with medical difficulties will also be met so far as we are able.

We will endeavour to ensure that the needs of all children are understood and met as far as is possible, and this includes the needs of Looked After Children and Previously Looked After Children.

Staff recognise that some children are more susceptible to bullying than others, particularly those with special educational needs, those with physical difficulties, and children who are on the autistic spectrum. We also recognise that children may be bullied as a result of their race, culture, ethnicity or gender. All staff and children will be made aware that bullying behaviour of any kind is not acceptable at Sibsey Free School. When dealing with incidents of unacceptable behaviour or bullying, staff will make reasonable adjustments when dealing with children with special educational needs. Staff will take into account their knowledge of the child(ren) concerned (including the effect that physical intervention can have upon some children with special education needs, especially those on the Autistic Spectrum).

Introduction

It is a government requirement that all Schools have an anti-bullying policy; this policy was prepared with reference to LCC guidance. This policy should be read in conjunction with other School policies relating to Behaviour and Care & Control (positive handling). The Governing Body of the School has a duty to ensure that arrangements relating to behaviour (including bullying) are carried out with a view to safeguarding and promoting the welfare of the children of the School.

Sibsey Free Primary School is committed to providing a caring, friendly, safe and secure environment for all of our children, to enable them to learn in a secure atmosphere without anxiety. We aim to make all those connected with the School aware of our opposition to bullying, and we make clear each person's responsibilities with regard to the minimisation of bullying in our School. If bullying does occur, all pupils should be able to report this, and know that incidents will be dealt with

promptly and effectively. All adult members of our School community should be vigilant in recognising that bullying is taking place, and deal with it thoroughly and with sensitivity.



Policy for Dealing with Radicalisation and Extremism

Sibsey Free Primary School operates a Policy for dealing with Radicalisation and Extremism, and aims to provide an inclusive, caring and stimulating environment which enables all children to enjoy learning and reach their full potential. We welcome all families, irrespective of their faith or if they have no faith. We will ensure that all children feel safe, and are treated with respect, whilst promoting the fundamental British values of democracy, the rule of law, individual liberty and mutual respect and tolerance for those with different faiths and beliefs. For further details, refer to the relevant school Policy.

Aims and Objectives of the Policy

1. To make clear to children, staff, parents/carers that bullying is unacceptable and will not be tolerated.
2. To encourage openness in which children, staff and parents/carers act immediately if there is any suspicion of bullying.
3. To provide a clear framework for dealing with incidents of bullying. Firm action will be taken if and when any incidents occur.
4. To educate children in resisting bullying.
5. To support those being bullied and employ a framework within which those bullying others may recognise and reform their behaviour.
6. In accordance with the School's ethos, to instil in all members of the School community a sense of caring and kindness for one another, including understanding and respecting the needs of those children with special educational needs.
7. To ensure that as a result of staff being respectful towards children at all times, children will internalise and model these human encounters and thus treat each other respectfully.
8. To ensure that the adults in the children's world do not endeavour to diminish children so that they lose respect amongst their peer group, but rather enhance them so as to continue to develop their self-esteem.
9. To promote a transparency in human relationships so that children, by default, are held to account for the feelings they may evoke in others.

Bullying - A Definition

Bullying is behaviour by an individual or group, repeated over time, that intentionally hurts another individual or group either physically or emotionally. Bullying can take many forms (e.g. cyberbullying via text messages or the internet). It can be physical, verbal or indirect, such as spreading nasty rumours or excluding one child from a group. Bullying is characterised by an imbalance of power and/or the use of aggressive behaviour - physical, verbal or isolating, with the intention of hurting another person either physically or emotionally.



Bullying- Recognised Categories

Bullying can take place between individuals or groups; face to face, indirectly or using a range of cyber bullying methods. The recognised categories are:

- 1 Direct Physical Bullying: Hitting, kicking, pushing, punching or any use of violence, taking or hiding/damaging belongings including money.
- 2 Direct Verbal Bullying: Name calling, teasing, insulting, using verbal threats.
- 3 Indirect Bullying: 'Looks'/Gestures, social exclusion, spreading rumours, gossiping, graffiti.

Cyber bullying can be an extension of face to face bullying. However, it differs in several significant ways from other kinds of bullying: the invasion of home and personal space, difficulty in controlling electronically circulated messages, size of the audience, and can also involve the misuse of associated technology such as cameras and video facilities.

Harassment

Harassment is any unwanted conduct which violates a child's dignity or creates an intimidating, hostile, degrading, humiliating or offensive environment for them on any grounds. Any reports of harassment will be dealt with as detailed herein.

Signs and Symptoms of a Bullied Child

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

- Is frightened of walking to or from school.
- Begs to be driven to school.
- Changes their usual routine.
- Is unwilling to go to school (school phobic).
- Begins to truant.
- Becomes withdrawn, anxious, or lacking in confidence, shy, nervous or clingy.
- Starts stammering.
- Attempts or threatens suicide or runs away.
- Cries themselves to sleep at night or has nightmares.
- Feels ill in the morning.
- Standard of school work falls.



- Clothes torn or books damaged.
- Has possessions which are damaged or "go missing".
- Asks for money or starts stealing money (to pay bully).
- Has dinner or other monies continually "lost".
- Has unexplained cuts or bruises.
- Comes home starving (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.

The staff of the School, through direct supervision and interaction with the children, will look carefully for signs of bullying. These signs and behaviours could indicate other problems, but bullying should be considered a possibility, and should be investigated.

The Role of Pupils

Pupils are encouraged to tell anybody they trust if they are being bullied, and if the bullying continues, they must keep on letting people know.

Pupils are invited to tell us their views about a range of School issues, including bullying, in the annual pupil questionnaire and the Y6 exit survey.

For children who are being bullied

- If you are being bullied tell someone, preferably a trusted adult.
- If you can, write down everything that has been said or done to hurt you. Be careful only to write down things that have really happened.
- Do not blame yourself – it is not your fault.
- Make friends or stay with a crowd.
- If worried, stay near a supervisor at playtime and, if possible, walk home with a friend.
- Try not to show you are upset.



- Try to ignore it.
- Stay calm – say “No” clearly and walk away to safety. If possible, tell an adult straight away.

For children who see someone being bullied

- Try to be a friend to the person who is being bullied.
- Ask if they feel they can talk to someone. If they won't talk to someone and you are worried about them, go to a trusted adult.
- Never join in with a bully – physically, verbally or by isolating another child.
- If you see anyone being bullied, tell an adult immediately.

For children who are using bullying behaviour

- Recognise that your behaviour is seen as bullying – physically, verbally, or by isolating; this is wrong and can have a long lasting effect on others.
- Even if you think that bullying is just a laugh, children who are bullied and those who care for them, feel very scared and/or upset.
- If you are angry and upset about something, talk about it with a trusted friend or adult, instead of taking it out on someone else.
- A bully doesn't have many true friends.
- Change your bullying behaviour straightaway and become a 'hero' not a 'baddie'.
- Speak to an adult about your bullying behaviour.

The Role of Parents

Parents have a responsibility to:

- Support the School's anti-bullying policy, and actively encourage their child to be a positive member of the School.
- Allow the School to resolve the problem with the bully/ies and their parents. All parents are strongly requested that they do not involve themselves in any investigation of bullying.
- Encourage their child to behave responsibly on entering and leaving the School site. The School strongly urges parents to actively discourage their child from using retaliation through the use of inappropriate language or behaviour.
- Contact their child's class teacher immediately if they are concerned that their child might be being bullied, or suspect that their child may be the perpetrator of bullying.
- Contact the Headteacher if they are not satisfied that their concerns have been dealt with appropriately. Parents will be asked to come in to a meeting to discuss the problem.



- Follow the School's complaints procedure (available upon request or on the School website (<https://sibseyprimaryschool.squarespace.com>)) if they remain dissatisfied.
- Ensure that their child arrives and leaves the School site safely.
- Ensure that their child continues to attend School regularly and punctually.

The Role of the Staff

All the staff in our School take all forms of bullying seriously, and seek to prevent it from taking place, by challenging attitudes and behaviours so that bullying prevention is an integral part of school life. Staff will listen to the views of children on bullying and how it impacts on their life.

The staff of the School are accessible at all times to parents and children who have concerns about bullying. The children are encouraged to talk to the staff if they have any problems. The School logs incidents on CPOMS.

Any bullying within the context of our definition will be investigated thoroughly and dealt with promptly. The parents of children who are being bullied, or have children identified as bullies, will be informed by the Headteacher. They will be notified as to what measures have been taken to prevent further incidents occurring. When appropriate, sanctions may be applied as detailed in the School's Behaviour Policy.

The ethos and working philosophy of Sibsey Free School means that all staff actively support children to have respect and tolerance for each other and for other people's property. Kind and polite behaviour is regularly acknowledged and rewarded. Children are actively involved in the prevention of bullying. Sibsey Free School will in the future be working towards the Rights Respecting School Award (UNICEF) and children will be encouraged to utilise their rights and responsibilities as part of our pursuit for global citizenship. Class rules are apparent in all classes and support the School's stance for RESPECT and hence commitment to anti-bullying practice.

If a member of staff witnesses a pupil displaying non-criminal behaviour or bullying anywhere off the school premises which could have repercussions for the orderly running of the school, or poses a threat to another pupil or member of the public, or could adversely affect the reputation of the school, then this should be reported to the Headteacher who will decide upon the appropriate course of action.

Preventative Strategies

- School Vision: promotes a shared climate of trust and respect for all.
- Curriculum: Uses a range of methods to promote anti-bullying practice: drama, role-play, stories etc.
- Circle time: Used to praise, reward and celebrate the success of all children, and thus to help create a positive atmosphere.



- Peer Support Systems: Buddies encourage cooperative play and friendships / Pupil Voice Committee monitor anti-bullying systems in school e.g. worry box, surveys.
- Well-Resourced Play Opportunities: All children have equal access to School equipment and play areas including indoor provision in agreed areas.
- Staff Vigilance: Staff to be aware of potential for bullying: careful regard to their own supervision, to follow School discipline code etc.
- Staff Training: Training is available for staff which equips them to identify bullying and to follow School policy and procedures with regard to behaviour management.
- The use of PSHE, Circle Time and Religious Education.
- Activities during Anti-Bullying Week.

Reactive Strategies

Staff have the responsibility to:

- Investigate and where appropriate, report any act of bullying to the Headteacher.
- Produce a written report of all incidents of bullying that occur in/around the School site.
- Where a member of staff becomes involved in an incident, they will take the appropriate steps to support the victim/s and challenge, sanction and support where necessary, the perpetrator/s.
- Where a child is being bullied the Headteacher will contact the parents of all children involved in order to find resolution.
- In more extreme cases, e.g. where these initial discussions with parents have proved ineffective, the Headteacher may contact external support agencies, e.g. Community Police, Parent Support Adviser, Social Care.

Sanctions

When all other responses have been exhausted, the following sanctions will be considered:

- Official warning to cease offending
- Withdrawal of privileges
- Detention within the school day
- Exclusion from certain areas of the school premises
- Internal exclusion
- Suspension
- Permanent exclusion
- Police involvement

Peer Mediation at Sibsey Free School

Peer Mediation is a process that is used in our school to support our behaviour strategies. It is a process that involves the input of a small group of trained children who help to mediate in the event of minor disputes or 'fall outs' between children. It involves the children who are mediators acting as 'go-betweens' when two or more children are finding it difficult to resolve conflicts.



The mediator's role is to listen to both sides of the dispute to not take sides but to try and help both parties recognise each other's point of view. The role of the mediator is not to apportion blame but more to help the children to come to an amicable agreement without the conflict becoming more serious.

The children wishing to receive mediation make an appointment with a mediator (a rota of mediators is available for different days of the week) and the mediators have a set agenda which is followed for the course of the mediation process. The mediator has the responsibility of writing down the children's names who are involved and their agreed methods of resolving the issue. If the mediation process is not working then adults are available to intervene and bring the matter to a conclusion.

All mediators have received in depth training and the children in school are aware of their responsibilities and how the process works.

The Role of the Headteacher

It is the Headteacher's responsibility to set the school climate of mutual support and praise for success, so making bullying less likely.

- Implement the school anti-bullying strategy, and to ensure that all staff (both teaching and non-teaching) are aware of the school policy, and know how to identify and deal with incidents of bullying
- Report to the Governing Body about the effectiveness of the anti-bullying policy on request
- Ensures that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Draws the attention of children to this fact at suitable moments e.g. assembly
- Arrange for all staff to receive sufficient training in order to be equipped to identify and deal with all incidents of bullying

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 all in our School, and any incidents of bullying that do occur will be taken very seriously, and dealt with appropriately.

Responsibility to:

- Monitor incidents of bullying that do occur, and review the effectiveness of this policy annually. Governors analyse information for patterns of people, places or groups. They look out in particular for racist bullying, or bullying directed at children with disabilities or special educational needs. A Governor is appointed to oversee all reported incidents to ensure they have been dealt with satisfactorily.
- Require the Headteacher to keep accurate records of all incidents of bullying, and to report to the Governors on request, about the effectiveness of School anti-bullying strategies.
- In accordance with the School's Complaints Policy, respond to parental dissatisfaction with the way the School has dealt with a bullying incident. The Governing Body responds within ten working days to any request from a parent to investigate incidents of bullying. In all cases, the Governing Body notifies the Headteacher, and asks him/her to conduct an investigation into the case, and to report back to a representative of the Governing Body.



Recording and Monitoring of Bullying Incidences

We have a category on CPOMS for recording and monitoring incidences of cyber, verbal or physical bullying allegations. Any adult who witnesses an act of bullying should record this as soon as possible on CPOMS.

Resolution of Bullying Incidences

- The class teacher will attempt to resolve the issues associated with the incidences of bullying reported to them
- If this does not result in a change of behaviour then the Headteacher will become involved
- The parents of the perpetrator, and also the victim, may be questioned about the incident or about their general concerns
- The bully will be asked to genuinely apologise and make recompense to the victim
- The bully will be sanctioned but also supported, in response to the incident/s; this will be decided by the Headteacher and shared with the parents involved and the victim
- In some cases, outside agencies may be requested to support the school or family in dealing with bullying e.g. Community Police, Counsellor etc.
- The anticipated outcome would be reconciliation of all parties involved
- After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place
- The School's Pastoral Support may be used to support the perpetrator and/or the victim (and may be used to help resolve the situation)
- In serious cases, suspension or exclusion will be considered

Pupil Voice

The Pupil Voice Committee of Sibsey Free School produced the following 'Anti Bullying Statement':

At Sibsey Free School we wish to ensure that all children and staff are able to work together in a positive atmosphere of mutual respect and co-operation.

We define bullying as:

Any repetitive action or deed by one child/group of children that upsets or harms another child so that he/she feels uncomfortable and unhappy, with the result that he/she is not able to concentrate properly on their learning.



Bullying can take various forms. It is bullying when:

A child or group of children **continually** say nasty things to another child.

A child is teased **repeatedly** in a nasty way.

A child is **regularly** hit, kicked, threatened, has things taken from them, sent nasty notes, and when no one ever talks to them.

The Pupil Voice Committee of Sibsey Free School also produced the following ‘Anti Bullying Code’:

We will not tolerate bullying of any kind.

Everyone must feel safe at our school.

Everyone has the right to learn in a co-operative atmosphere without fear of bullying.

Everyone is of equal value.

Everyone will help and support victims of bullying.

Anyone who bullies will be helped to change.

All members of the School will support our code by reporting incidents of bullying – bullying is too important not to report.

Bullying will not be ignored.

Report all incidents – don’t stand back and let someone suffer.

Related Policies

This Anti-Bullying Policy should be read in conjunction with the following: Behaviour Policy, Care and Control Policy, E-Safety Policy, Child Protection Policy; Race Equality Policy, Community Cohesion Policy, Complaints Policy, Equal Opportunities Policy, SEN Policy, Disability and Accessibility Plan, Inclusion Policy, Public Sector Equality Duty, Radicalisation and Extremism

