

Anti-bullying Policy

Introduction

Bullying is intentional behaviour that hurts someone else. It includes name calling, hitting, pushing, spreading rumours, threatening or undermining someone.

It can happen anywhere – at school, at home or online. It's usually repeated over a long period of time and can hurt a child both physically and emotionally. Bullying hurts and no-one deserves to be a victim of bullying. Everybody has the right to be treated with respect. Schools have a responsibility to respond promptly and effectively to issues of bullying.

The aim of the anti-bullying policy is to ensure that pupils learn in a supportive, caring and safe environment without fear of being bullied. Bullying is anti-social behaviour and affects everyone; it is unacceptable and will not be tolerated. Only when all issues of bullying are addressed will pupils be able to fully benefit from the opportunities available at schools. Bullying is wrong and damages individual children. In our school we do all we can to prevent it, by developing a school ethos in which bullying is regarded as unacceptable. We aim, as a school, to produce a safe and secure environment where all can learn without anxiety.

This policy aims to produce a consistent school response to any bullying incidents that may occur.

Type of Bullying	Definition
Emotional	Being unfriendly, excluding, tormenting
Physical	Hitting, kicking, pushing, taking another's belongings, any use of violence
Prejudice-based and discriminatory, including: <ul style="list-style-type: none"> • Racial • Faith-based • Gendered (sexist) • Homophobic/biphobic • Transphobic • Disability-based 	Taunts, gestures, graffiti, or physical abuse focused on a particular characteristic (race, gender, sexuality)
Sexual	Explicit sexual remarks, display of sexual material, sexual gestures, unwanted physical attention, or inappropriate touching
Direct or indirect verbal	Name-calling, sarcasm, spreading rumours, teasing, exclusion from social groups
Online bullying	Bullying that takes place online, such as through: social networking sites, messaging apps or gaming sites, malicious phone calls.

Signs and symptoms

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- is shy/nervous/withdrawn/anxious
- feigns illness/feels ill in the morning
- is taking unusual absences and unwilling to attend school
- is clinging to adults
- is lacking in confidence and concentration
- is truanting from school
- cries themselves to sleep at night and/or has nightmares
- is frightened of walking to/from school
- starts stammering
- begins to fall behind academically
- has possessions which are damaged/comes home from school with torn books/clothing
- asks for money or starts stealing money
- has unexplained cuts and/or bruises
- stops eating
- is bullying other children/siblings
- is frightened to say what's wrong
- gives unlikely excuses for any of the above

These signs and behaviours could indicate other problems, but bullying should be considered a possibility and should be investigated.

Pupils **must** be encouraged to report bullying in schools. Ingham Schools' staff stay alert to the signs of bullying and act promptly and firmly against it in accordance with school policy.

Procedures

The Head teacher and senior management team have a legal duty under the School Standards and Framework Act 1998 to draw up procedures to prevent bullying among pupils and to bring these procedures to the attention of staff, parents and pupils. It is the responsibility of the Headteacher (senior member of staff in the head's absence) to 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 deal with incidents of bullying.

Immediate action

1. The responsible member of staff must deal with the incident calmly and firmly. If the adult considers that there is a cause for concern, they will listen to the 'victim' first. They must avoid becoming involved in fact-finding or apportioning blame. All possible incident of bullying will be recorded and dated by staff involved. The member of staff will adopt a problem-solving approach wherever possible.
2. If the incident occurs at playtime, the teacher on duty will inform the class teacher. During lunchtime, it will be reported to the class teacher. Follow up discussions may be appropriate with individuals, and clear reminders of what is acceptable/unacceptable behaviour and the consequences of this will be given. This will be recorded on CPOMS.
3. A meeting with both (or groups) of pupils may then be held if necessary. Again, using a problem -solving approach and encouraging the children themselves to say what needs to be done.
4. If a bullying issue is reported by parents this will, in the first instance, be addressed by the classteacher. If the issues persist and parents continue to have concerns, the Headteacher or SLT will address the issue.
5. In the case of cyber bullying, the above procedures will be followed, and the Online Safety policy will be referred to.

If the bullying persists and the all the procedures normally used are not effective, further action will be necessary.

1. The incidents will be reported to the Headteacher/SLT and they will investigate the incident.
2. They will decide if parents of the pupils involved should be informed and be asked to attend a meeting to discuss the problem.
3. The child's parents will be invited to school to discuss the concerns, at which time any written comments may be used as evidence. Wherever possible, agreement is reached between parents and the school as to appropriate strategies to adopt that are consistent, firm and enforceable.

NB-Clear records are kept on CPOMS. The lunchtime supervisors communicate with classteachers regarding any incidence that may have occurred and classteachers then record on CPOMS. Incidents either near the school or on the children's way home or to school will be reported to the Headteacher. If any adult witnesses an act of bullying, they should report the event to school.

Outcomes

1. The bully/bullies will apologise. Other consequences may take place such as written apology or removal of privileges.
2. If possible, the pupils will be reconciled and an attempt will be made to help the bully change their behaviour resulting in the difficulties being resolved to the acceptance of both parties.
3. After the incident/incidents have been investigated and dealt with, each case will be monitored to ensure repeated bullying does not take place.
4. Sanctions will be used as appropriate and in consultation with all parties concerned.
5. In the instance of cyber bullying, the school may remove IT access to those children who are not using school IT resources in line with our Online Safety policy.
6. Outside agencies may become involved, at the discretion of the school.
7. If necessary and appropriate, police will be consulted.
8. In serious cases, suspension or permanent exclusion will be considered by the Headteacher.

Pupils who have been bullied will be supported by:

- offering an immediate opportunity to discuss the experience with their class teacher or member of staff of their choice
- explaining why the action of the child was wrong

- reassuring the pupil
- offering continuous support-this may involve counselling
- speaking with the parents
- restoring self-esteem and confidence

Pupils who have bullied will be helped by:

- discussing what happened and explaining why the action of the child was wrong; we endeavour to help the child change their behaviour in future
- discovering why the pupil became involved
- informing parents or guardians to help change the attitude of the pupil and developing actions to be taken in consultation with parents and pupil to change their behaviour
- In more extreme cases, for example where these initial discussions have proven ineffective, the headteacher may contact external support agencies such as behaviour support or social services.

Prevention

The school uses preventative measures to combat bullying by:

- a clear and explicit commitment from the Headteacher, staff and Governing Body to develop and implement an anti-bullying approach. All staff ensure that all children know that bullying is wrong, and that it is unacceptable behaviour in this school. Staff will draw the attention of children to this fact at suitable moments. For example, if an incident occurs, the Headteacher/staff may decide to use assembly as a forum in which to discuss with other children why this behaviour was wrong.
- a commitment to staff development and training to combat bullying and be equipped to deal with all incidents of bullying.
- the involvement of parents and pupils by giving clear information
- addressing bullying through our curriculum provision-PSHE lessons, Assemblies, School Values and ethos and our Golden Rules. Anti-bullying will be a theme for assembly during each school year. The school will participate in the annual anti-bullying awareness week linked to our PSHE curriculum.

Monitoring

Monitoring the success of this policy will take place in the following ways:

- Monitoring the frequency of recorded incidents
- Regular discussion with pupils
- Through comments from parents and staff on the effectiveness of procedures
- Responses from parents and pupils on questionnaires the school send out.

All staff set the school climate of mutual support and praise for success, so making bullying less likely. When children feel they are important and belong to a friendly and welcoming school, bullying is far less likely to be part of their behaviour. Teachers attempt to support all children in their class and to establish a climate of trust and respect for all. By praising, rewarding and celebrating the success of all children, we aim to prevent incidents of bullying.

The role of parents

Parents who are concerned that their child might be being bullied or who suspect that their child may be the perpetrator of bullying, should contact their child's class teacher immediately and the Headteacher.

Parents have a responsibility to support the school's anti-bullying policy and to actively encourage their child to be a positive member of the school.

The role of governors

The governing body supports the Headteacher in all attempts to eliminate bullying from our school. This policy statement makes it very clear that the governing body does not allow bullying to take place in our school, and that any incidents of bullying that do occur are taken very seriously and dealt with appropriately.

The Headteacher will prepare an anonymised termly report for Governors that outlines any allegations of bullying and how these have been dealt with by the school. Governors will monitor levels of bullying and success of the policy.

The governing body responds to any request from a parent to investigate incidents of bullying through the complaints procedure.

This policy should be read in conjunction with all other safeguarding related policies, in particular:

- Safeguarding/Child Protection Policy
- Health and Safety Policy
- Medicines in School Policy
- Behaviour Policy
- Online Safety Policy

These can be found on the school's website or contact the school office on admin@ingham.lincs.sch.uk

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To be reviewed bi-annually