



Burbage C of E Infant School

# Anti-bullying Policy

Policy Date: October 2023

Review Date: October 2025

The governing body adopted this policy on: 7.11.23

Chair of Governors:

Signed:

Date:

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### 1. Statement of intent

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- 1.1 Every member of the school community has the right to feel comfortable, safe, secure, equally valued and respected. Every member of the school community has the right to grow and change, free from prejudice, stereotyping, harassment and negative discrimination. Every pupil has the right to equal access to the curriculum that meets their needs. Every member of the school community has the right to object to and/or reject language or behaviour, which is offensive and/or intimidating. Every member of the school community has the responsibility to treat others with respect.
- 1.2 Bullying, in any form, will not be tolerated at our school. We are committed to the creation of a positive and safe learning environment for all. Our aim is to deal with incidents of bullying swiftly and effectively. It is our agreed policy that no-one within the school should tolerate bullying or bullies. Bullying is everyone's problem. All staff, pupils and parents should be aware that bullying exists and share a commitment to combat it and to make the school a happier place for everyone.

## 2. Objectives of this policy

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- 2.1. To promote the school's aims and Christian values.
- 2.2 To ensure that the whole school community has an understanding of what bullying is and what to do if bullying arises.
- 2.3 To promote a positive and safe learning environment where bullying is not tolerated.
- 2.4 To promote inclusion, tolerance, mutual respect and self-worth in order to meet the physical, emotional and mental health needs of all members of the school community.
- 2.5 To raise the standards of behaviour and levels of achievement of all.

## 3. What is bullying?

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- 3.1 Bullying is behaviour by an individual or group, usually repeated over time, which intentionally hurts an individual or group, either physically or emotionally.
- 3.2 In school, bullying is seen as "Several Times on Purpose" (STOP).
- 3.3 Burbage C of E Infant School wishes to make clear that bullying is not simply poor behaviour and we will differentiate between the two. For example, a child who is aggressive towards a variety of different children, on separate occasions would not be deemed a 'bully'. Their behaviour would be challenged by Burbage C of E Infant School under the 'Behaviour and Discipline Policy'.
- 3.4 Forms of bullying may include key characteristics as covered by the 2010 Equality Act including: race, sex, disability, age, religion or belief and sexual orientation. It may also be based on vulnerabilities, such as, appearance, health conditions or home circumstance.
- 3.5 Bullying of school staff is addressed in the staff handbook.
- 3.6 Bullying can be:
  - **Physical:** jostling, pushing, kicking, hitting, punching or any use of violence, theft, extortion, damaging someone's property, unwanted physical contact;
  - **Verbal:** name-calling, sarcasm, spreading rumours, teasing, etc., sexually abusive comments;
  - **Psychological:** being unfriendly, excluding, tormenting, intimidation. Unkindness linked to SEND, appearance or health conditions or related home circumstances;
  - **Cyber/technology:** all areas of internet, such as misuse of email, social media,

chat rooms. Telephone threats or hoaxes, inappropriate text messaging or use of camera & video facilities.

3.7 Symptoms of bullying - early signs that a child is being bullied could be:

- The child becoming withdrawn;
- A deterioration in the child's work;
- Erratic attendance or spurious illness;
- Persistently arriving late at school;
- General unhappiness or anxiety;
- The child wanting to remain with adults;
- Sudden outbursts not in common with the child's normal behaviour.

3.8 Physical symptoms could include headaches, stomach aches, fainting, fits, vomiting or hyperventilation. Targets can become depressed and this can continue into their adult lives. They can want to take their own lives.

## **4. Why is it important to respond to bullying?**

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4.1 Bullying hurts. No-one deserves to be a target of bullying. Everybody has the right to be treated with respect. Pupils who are bullying need to learn different ways of behaving or reacting – they may have issues in their own lives which cause them to 'lash out'. Schools have a responsibility to respond promptly and effectively to issues of bullying. Research demonstrates that targets of bullying can have deteriorating levels of attainment/attendance as a direct result of bullying.

4.2 The school will take full account of what the target says and also the perceptions of those who have witnessed the incident reported it or are aware of the circumstances. This means that if any person feels that an incident is motivated by bullying then it should be recorded as such and all incidents should be properly investigated.

## **5. Our proactive strategies**

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5.1 We will use a variety of methods for helping children to deal with and prevent bullying. These will include:

- An effective school Behaviour and Discipline Policy;
- Shared understanding of our school and Christian values, supported through Collective Worship;
- Opportunities to share feelings and have discussions about acceptable behaviour and bullying, eg. through PSHCE lessons which focus on emotions, relationships, social situations, etc. and use of Everyone's Welcome resources;

- Effective use of circle time, class discussion and friendship stops and to teach and reinforce our Golden Rules, in particular; “We will be kind and gentle”
- Use of catchy phrases, such as, “The only way to have a friend is to be a friend”;
- Providing spacious, well-supervised playground areas at lunchtimes with seating, quieter areas and a variety of games and activities for children to do;
- Effective supervision and playtime support;
- All adults modelling acceptable behaviour, attitudes and communication with children and each other;
- Encouraging children to Start Telling Other People (STOP) if they are being bullied or if they see someone else being bullied. This could be a member of staff, their parents or another trusted adult;
- Having approachable staff in school who will listen to parents concerns and worries about particular behaviour, believe children who come to them with concerns about bullying and act on what they are told;
- Taking every opportunity to promote initiatives such as anti-bullying week;
- Sharing Leicestershire County Council's Child Friendly Anti-Bullying Policy with children and parents;
- E-Safety education;
- Use of information from pupil and parental questionnaires;
- Continuing to promote staff development and understanding on the identification, prevention and management of bullying.

## **6. Reporting and responding to bullying**

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- 6.1 We recognise that incidents of bullying will usually be disclosed in an environment where the child feels most secure, and this is often at home. By operating a genuine open door policy, we encourage parents to share any concerns they have at the earliest opportunity.
- 6.2 All pupils, parents, members of staff and volunteers must report allegations of bullying to a member of the teaching staff. Any bystander who witnesses an incident of bullying will be encouraged to tell an adult in school (or their parents) so that the bullying can be out in the open.
- 6.3 The teacher receiving the allegation will be responsible for investigating initial allegations of bullying, moving onto the Senior Leadership team (Executive Head, Deputy and Assistant Head) if necessary. Incidents of bullying are recorded on CPOMS.
- 6.4 The child making the allegation must be spoken to at length, obtaining witnesses if possible. Teachers will use patience and understanding during this discussion and record what is said by the child. They must be praised for coming forward to tell.

- 6.5 If the child who made the allegation above is not the target, the target must also be spoken to with patience and understanding and again, everything that is said must be recorded.
- 6.6 The perpetrator must be spoken to using details and facts. They must be asked to tell the truth and if they do not own up, further investigations must take place.
- 6.7 If the allegations are founded, it will be made clear to the perpetrator/s that bullying is not tolerated at Burbage C of E Infant School. Parents will be informed. Opportunities will be given to resolve the situation between the children involved and appropriate sanctions will be put into place in line with the school's Behaviour and Discipline Policy.
- 6.8 Incidents of bullying are reported to the Governors on a termly basis.
- 6.9 The Executive Headteacher monitors records of bullying regularly to identify patterns/trends to target areas of need.

## 7. Reactive strategies

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- 7.1 We aim to include the following in our response:
- Befriending
  - Circle of friends
  - Social Communication Groups
  - Support groups
  - Mediation by adults
  - ELSA
- 7.2 **Befriending**  
Befriending involves assigning selected pupil volunteers to be with and befriend pupils who are being bullied or having difficulties because they are new to the school or upset by an event outside school, e.g. a family bereavement. The objective is to give the befriended pupil someone to talk to and to help them feel more positive about themselves.
- 7.3 **Circle of Friends**  
A small number of pupils volunteer to form a circle of friends for a vulnerable pupil to help improve the pupil's level of inclusion and acceptance and to increase insight into his or her feelings and behaviour.
- 7.4 **Social Communication Groups**  
Social communication groups led by an adult aim to develop understanding of appropriate verbal and nonverbal skills and improve social interactions.

### 7.5 **Support Groups**

The support group for a bullied pupil includes those involved in the bullying. The aim is to get the perpetrator to identify with the target and then to help resolve the problem.

### 7.6 **Mediation by adults**

Members of staff can help establish ground rules between pupils who are being bullied and the pupils who are doing the bullying to help them to develop and improve their relationship.

### 7.7 **ELSA**

Emotional Literacy Support Assistants can work with individuals or groups to address feelings and behaviours linked to bullying.

## 8. **Outcomes**

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8.1 **Measures will be put in place to support the target.** The target needs to feel safe. They will be listened to and assured that all adults in school will work to support them. Reactive strategies, as above, will be used. Monitoring of any issues will continue.

8.2 **Measures will be put in place to support the perpetrator.** The perpetrator(s) will be asked to genuinely apologise and will be spoken to about their behaviour and why it is unacceptable at Burbage C of E Infant School. Other consequences may be loss of Golden Time and withdrawal from activities and/or loss of playtimes. As the behaviour of the perpetrator improves, previous sanctions can be removed and the child should be praised for a change in behaviour. Working with an appropriate adult in school may help to identify the cause of the bullying. Measures will be put in place to try and prevent the bullying taking place and to help the perpetrator(s) to change their behaviour. These measures may involve monitoring the target and the perpetrator(s) for a period of time and, if needed, behaviour targets for the perpetrator(s) and any other specific measures required by individual situations.

8.3 In serious cases, temporary or permanent exclusion will be considered.

## 9. **The role of parents**

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9.1 Parents/carers are crucial to supporting the schools anti-bullying policy. As part of the home school agreement they will be informed of the policy and be asked to commit themselves to it.

9.2 When, after discussion, we confirm a child has been bullying we will contact the parents to discuss the issues. We will ask parents to:

- Talk to the child and explain that bullying is wrong and makes others unhappy;
- Show the child how to join in with others without bullying;
- Make an appointment to see the child's teacher as soon as possible, and explain the problem and discuss how the school and the parents together can stop the bullying;
- Talk to the child regularly about how things are going at school;
- Give the child lots of praise and encouragement when they are being kind and considerate to others.

9.3 From this, sanctions and outline plans will be agreed. We will continue to monitor and review.

## 10. Incidents that occur away from the school premises

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10.1 Any incidents of bullying that occur out of school but under school jurisdiction will be treated in the same way as if on school premises. School will endeavour to support parents when incidents occur out of school hours and will inform parents should any relevant information be reported.

## 11. Reviewing the policy

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11.1 This policy will be shared with staff, parents, governors and pupils and reviewed by all stakeholders on a two-year cycle or sooner should the need arise.

## 12. This policy should be read in conjunction with our:

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- Behaviour and Discipline Policy
- Safeguarding Policy
- Inclusion Policy
- Single Equality Scheme
- E-Safety Policy
- Acceptable Use Policy
- Staff Handbook

## 13. Help organisations

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- Leicestershire Anti-Bullying Team [www.beyondbullying.com](http://www.beyondbullying.com)
- Advisory Centre for Education (ACE) [www.ace-ed.org.uk](http://www.ace-ed.org.uk)
- KIDSCAPE (Parents Helpline) 0845 120 5204, [helpline@kidscape.org.uk](mailto:helpline@kidscape.org.uk)
- Family Lives 0808 800 2222
- Bullying Online [www.bullying.co.uk](http://www.bullying.co.uk)
- You can visit the Kidscape website [www.kidscape.org.uk](http://www.kidscape.org.uk) for further support, links and advice.